

**Fax Message From:**

Apr 17 2008 10:01

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MEMORANDUM OF AGREEMENT BETWEEN THE DEFENSE FINANCE AND  
ACCOUNTING SERVICE (DFAS) AND THE AMERICAN FEDERATION OF  
GOVERNMENT EMPLOYEES (AFGE) COUNCIL 171

This Memorandum of Agreement and DFAS Regulation 5200.9-R shall be the agreement for the CAC.

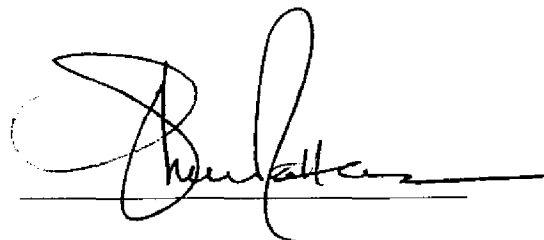
1. The Agency shall ensure that employee data is safeguarded in accordance with the Privacy Act, as amended.
2. The Agency will provide all necessary accommodations for usage of the CAC by disabled employees. The Agency will consider special needs of employees and provide accommodation, as appropriate, prior to use of the CAC for these individual employees.
3. The Agency shall provide employees with the ability to read data on their CAC at each DFAS site.
4. The Agency will respond to requests for information pertaining to the CAC.
5. The implementation of the CAC is not intended to replace the current time and attendance system. If the Agency decides to do so, the Agency will negotiate the implementation with the Union.
6. Employees will not be penalized for nonproductive time awaiting issuance/re-issuance or PIN reset of the CAC, through no fault of the their own.
7. The Agency will ensure that all employees are provided training on the proper use of the CAC.

This agreement will be effective upon its signing by the parties' authorized representatives and will remain in effect until superseded by a subsequent agreement.

This agreement signed, April 16, 2008

 Ron Coe 4/16/08

Ron Coe  
Union Co-Chair



Sherman Patton  
Agency Co-Chair

MEMORANDUM OF AGREEMENT

This Memorandum of Agreement (MOA) is entered into between the Defense Finance and Accounting Service (DFAS) and American Federation of Government Employees (AFGE), Council 171 (Union) for the purpose of publishing the attached clarification of telework procedures at closing sites.

DFAS Regulation 1442.1-R (May 2003), Telecommuting Program, and Article 50, of the Multiunit Master Agreement (MUMA) remain in effect and applicable for BRAC sites through the date of closure.

This agreement will be effective upon its signing by the parties' authorized representatives and will remain in effect until superseded by a subsequent agreement.

This agreement signed, April 15 2008.

Ron Coe 4/15/08

Ron Coe  
Union Co-Chair

Sherman Patton 4/15/08

Sherman Patton  
Agency Co-Chair

## PERMISSIBLE TELEWORK DURING BASE REALIGNMENT AND CLOSURE (BRAC).

The 2005 round of base closures under BRAC is bound by the BRAC Commission Report (reference (m)). Much explanatory information on how DFAS is affected by BRAC may be found on the DFAS ePortal and the DoD BRAC web sites. It is the intention of this section only to describe the application of telework as a tool for accommodating the continuing work of certain DFAS positions and their incumbents, either temporarily or long term, through the establishment of telework agreements.

A key provision of the BRAC Commission Report is that DoD sites mandated to close or realign must complete these actions by the end of Fiscal Year 2011. Most closing DFAS sites will complete their closures well before the end of Fiscal Year 2011. As a general rule, employees at a closing DFAS site who are not separated are expected to accompany their ongoing positions via PCS to the gaining enduring site. Exceptions to this general rule are the following:

There is a mission necessity to perform continuing work at a BRAC site beyond the site's scheduled date of closure, but not past September 30, 2011. If this need is known before the site closure date, RIF procedures will be used to staff those continuing positions. Telework will not be authorized for employees selected to do this work. When the need for those positions is ended, RIF and other placement procedures will again be used to separate or place the employees who did the continuing work.

Continuing functions and position spaces/billets transfer from a closing BRAC site to an enduring site on schedule, but management is able to accommodate incumbents' teleworking from the commuting area of the closing site. To ensure a proper flow of processes, an employee requesting to remain behind in a telework arrangement must request to do so at least six months before the scheduled BRAC site closure. Requests should be made in writing to the immediate supervisor, who is responsible for routing the request to the appropriate manager in the enduring site's chain of command. If the request is approved, the following provisos and requirements will apply, and the appropriate management official and the employee must stipulate these in a memorandum of understanding signed by both individuals:

The employee and the position he/she will encumber will be removed from the BRAC site's competitive area. This means that the employee will not compete in the RIF process used to identify who among competing employees will transfer by PCS to the enduring site and who among the rest must be separated.

The employee will not be eligible for VERA/VSIP; severance pay; Discontinued Service Retirement; registration in the DoD Priority Placement Program, the Reemployment Priority List, or the Interagency Career Transition Assistance Plan; or other entitlements of employees who participate in the RIF at the BRAC site.

Not later than the closure date of the BRAC site, the employee will be officially reassigned to the new position, and the position's space/billet will be transferred for position control purposes to the enduring site. The enduring site will become the employee's new DFAS installation of record, although the official duty station for locality pay purposes will remain that for the

employee's telework site. The telework site will likely be the employee's domicile, but the telework site could be a federal telework facility in the closing BRAC site's local commuting area.

After the employee is reassigned to the enduring site, all old agreements will be cancelled and a new telework agreement will be executed between the employee and the enduring site supervisor.

The employee will be entitled to PCS benefits for a period of two years from the date of the employee's PCS orders to the enduring site.

Eligibility for subsequent VERA/VSIP consideration will be tied to the needs of the enduring site.

The telework arrangement may end at any time at the convenience of the employee or DFAS.