



Negotiated Agreement Regarding Interoffice Seniority Colorado Passport Agency

April 21, 2010

This agreement is subject to all provisions in the Master Agreement between Passport Services and the National Federation of Federal Employees – Local 1998, dated July 20, 2009; hereafter referred to as the Master Agreement.

This local agreement is subject to change to comply with any future national agreement between Passport Services and NFFE, National Union Management Committee agreements, or directives by Passport Services.



In the absence of Federal Seniority Regulations, the Colorado Passport Agency will use the following guidelines to determine seniority. These items will be termed "Interoffice Seniority".

Interoffice Seniority for the Colorado Passport Agency is determined in order by the following factors:

1. Time in Passport Services as a government employee;
2. Time in government (Service Computation Date); and
3. Time at the Colorado Passport Agency, to include time as a non-government employee.

Items currently decided by "Interoffice Seniority":


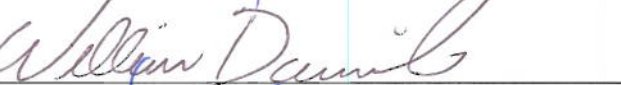

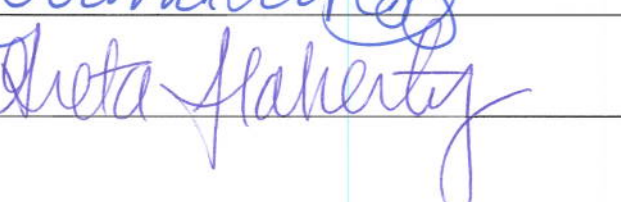
1. Desk assignments.
2. Compressed work schedules.
3. Any future endeavors that Management and the Union deem necessary that are not already stated above and that do not interfere with the Federal Seniority Regulations.

Items that will NOT be decided by "Interoffice Seniority":

1. **Leave.** In instances where more employees submit leave requests for the same time period within one day of each other for the same time period, such as when an office has a cutoff date for the submission of leave requests, then leave for that period shall be granted to the employee with the most seniority based on service computation date. However, this rule shall not allow the senior employee to take leave during the same two calendar month period (e.g., November and December) more than two (2) years in succession if other employees, of less seniority, who have requested leave during the same period, would be denied leave at that time (Article 31, Section 1(d) of the Master Agreement).
2. **Reduction In Force (RIF).** The RIF regulations are derived from section 12 of the Veterans' Preference Act of 1944 and other statutes. These laws are codified in sections 3501 through 3503 of title 5, United States Code (5 U.S.C. 3501-3503). OPM implements these statutory requirements through regulations published in part 351 of title 5, Code of Federal Regulations (5 C.F.R. part 351). The law provides that the RIF regulations must give effect to four retention factors:
 - a. Tenure of employment (i.e., type of appointment);
 - b. Veterans' preference;
 - c. Total creditable Federal civilian and uniformed service; and
 - d. Performance ratings.
3. **Training.** Training is approved based on the needs and requirements of the individual employee and the Agency.
4. **Promotions.** Promotions are not based on any type of seniority.

Implementation and Effective Date

The date that this agreement shall be implemented will be pay period 09 starting on April 25, 2010.

Signed		Sherman Portell, Director Date: April 21, 2010
Signed		William Daniels, Assistant Director Date: April 21, 2010
Signed		Corrina Davis, Senior Union Steward Date: April 21, 2010
Signed		Greta Flaherty, Union Member Date: April 21, 2010