

Procedures and Arrangements to Apply to the Reinstatement of Nonmonetary Length of Service Awards for NFFE Bargaining Unit Employees

MEMORANDUM of UNDERSTANDING

This MEMORANDUM OF UNDERSTANDING (MOU) is between the United States Department of Agriculture, Forest Service (Management), and the National Federation of Federal Employees, Forest Service Council (Union), hereafter referred to collectively as “the Parties.” This MOU is a Supplemental Agreement under Article 11 of the 2019 Master Agreement between the Parties. This MOU documents the Parties’ full and final agreement on those procedures and arrangements to apply to the reinstatement of nonmonetary length of service (Length of Service) awards for Bargaining Unit Employees (BUEs) under Article 17 of the Master Agreement and in accordance with the table of recommended award values in the annotations of the Master Agreement.

Having conducted a legal analysis of the Forest Service’s past practice of providing nonmonetary awards of significant value in accordance with the table of recommend values found in the annotations to Article 17 of the Master Agreement, and having found that this past practice is not contrary to government-wide law and regulation, the United States Department of Agriculture (USDA) has granted the Forest Service an exception to USDA Departmental Regulation 4040-430, Section 6.e.(1)(c). Accordingly, the Parties agree:

1. With this MOU, the Parties mutually rescind their Length of Service Awards Moratorium MOU.
2. The Agency will notify all employees by email of the end of the moratorium on Nonmonetary LOS Awards within 15 days of the effective date of this MOU. The timeline described in #2 below will be clearly communicated in this notification email.
3. BUEs who normally would have received a Nonmonetary LOS Award in accordance with Article 17 during the moratorium will have up to 1 year from the date of the all-employee email notification to request of their supervisor, in writing, their retroactive Nonmonetary LOS Award.
4. Upon receiving the request described in #2, Management will provide the appropriate LOS Award option to those BUEs within 90 days.
5. Management at the appropriate level may, at their discretion, issue retroactive LOS Awards to qualifying BUEs without waiting for employee requests.
6. This MOU becomes effective on the date of final approval by the Agency Head, or that date on which the thirty (30) day time limit for Agency Head review expires, whichever is earlier. This MOU and its terms will remain in effect until the 1-year deadline for BUE requests (outlined in #2 above) has past.

For Management:

For Union:

Kathryn Gilberts
Lead Negotiator
USDA Forest Service

Carl Houtman
Lead Negotiator
NFFE Forest Service Council