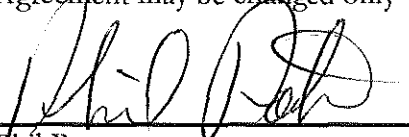


DLA Memorandum of Agreement
BSM Concept Demo Training

The Defense Logistics Agency (DLA) and American Federation of Government Employees Council 169 (the Council) hereby agree to the following concerning Business Systems Modernization (BSM) Concept Demo training:

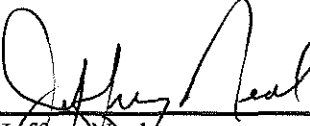
1. A basic BSM message is that BSM will enable DLA to provide the training, experience and opportunity to succeed.
2. Training will be provided to employees to assist them in performing their job assignments. DLA and the Council have a mutual interest in assuring that employees have been afforded the opportunity to learn the new processes needed to perform their daily assignments. Training may consist of on-the-job training, mentoring, computer tutorials and/or formal classroom assignments. The attached "Job Ready" Assessment chart shows the flow of training, assessment, and coaching or retraining.
3. Supplemental training and/or coaching will be provided to employees in the unlikely event that they are unable to perform their assignments upon completion of initial training. Such training will be on the clock and may consist of assistance from an instructor, a co-worker who has satisfactorily mastered the skills of the position, tutorials or formal classroom assignments. The need for such training will not be considered a performance issue.
4. In the event an employee is unable to demonstrate the ability to perform the key activities that make up a job, DLA will assign the employee to a position of like series and grade as the position the employee occupied prior to entering the Concept Demo position.

This agreement constitutes the full understanding of the parties. The provisions of this Memorandum of Agreement may be changed only with the mutual agreement of the parties.



Phil Porter
For AFGE Council 169

10-17-01
Date



Jeffrey Neal
For the Defense Logistics Agency

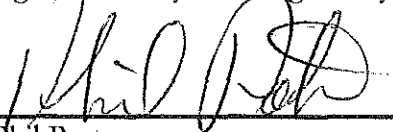
10/17/01
Date

DLA Memorandum of Agreement
BSM Concept Demo Training

The Defense Logistics Agency (DLA) and American Federation of Government Employees Council 169 (the Council) hereby agree to the following concerning Business Systems Modernization (BSM) Concept Demo training:

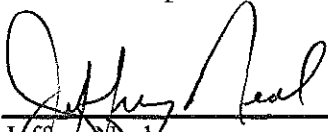
1. A basic BSM message is that BSM will enable DLA to provide the training, experience and opportunity to succeed.
2. Training will be provided to employees to assist them in performing their job assignments. DLA and the Council have a mutual interest in assuring that employees have been afforded the opportunity to learn the new processes needed to perform their daily assignments. Training may consist of on-the-job training, mentoring, computer tutorials and/or formal classroom assignments. The attached "Job Ready" Assessment chart shows the flow of training, assessment, and coaching or retraining.
3. Supplemental training and/or coaching will be provided to employees in the unlikely event that they are unable to perform their assignments upon completion of initial training. Such training will be on the clock and may consist of assistance from an instructor, a co-worker who has satisfactorily mastered the skills of the position, tutorials or formal classroom assignments. The need for such training will not be considered a performance issue.
4. In the event an employee is unable to demonstrate the ability to perform the key activities that make up a job, DLA will assign the employee to a position of like series and grade as the position the employee occupied prior to entering the Concept Demo position.

This agreement constitutes the full understanding of the parties. The provisions of this Memorandum of Agreement may be changed only with the mutual agreement of the parties.



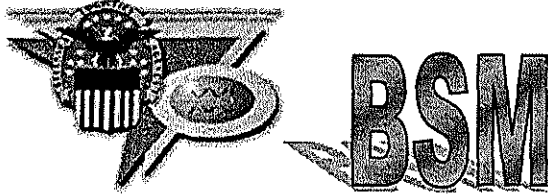
Phil Porter
For AFGE Council 169

10-17-01
Date



Jeffrey Neal
For the Defense Logistics Agency

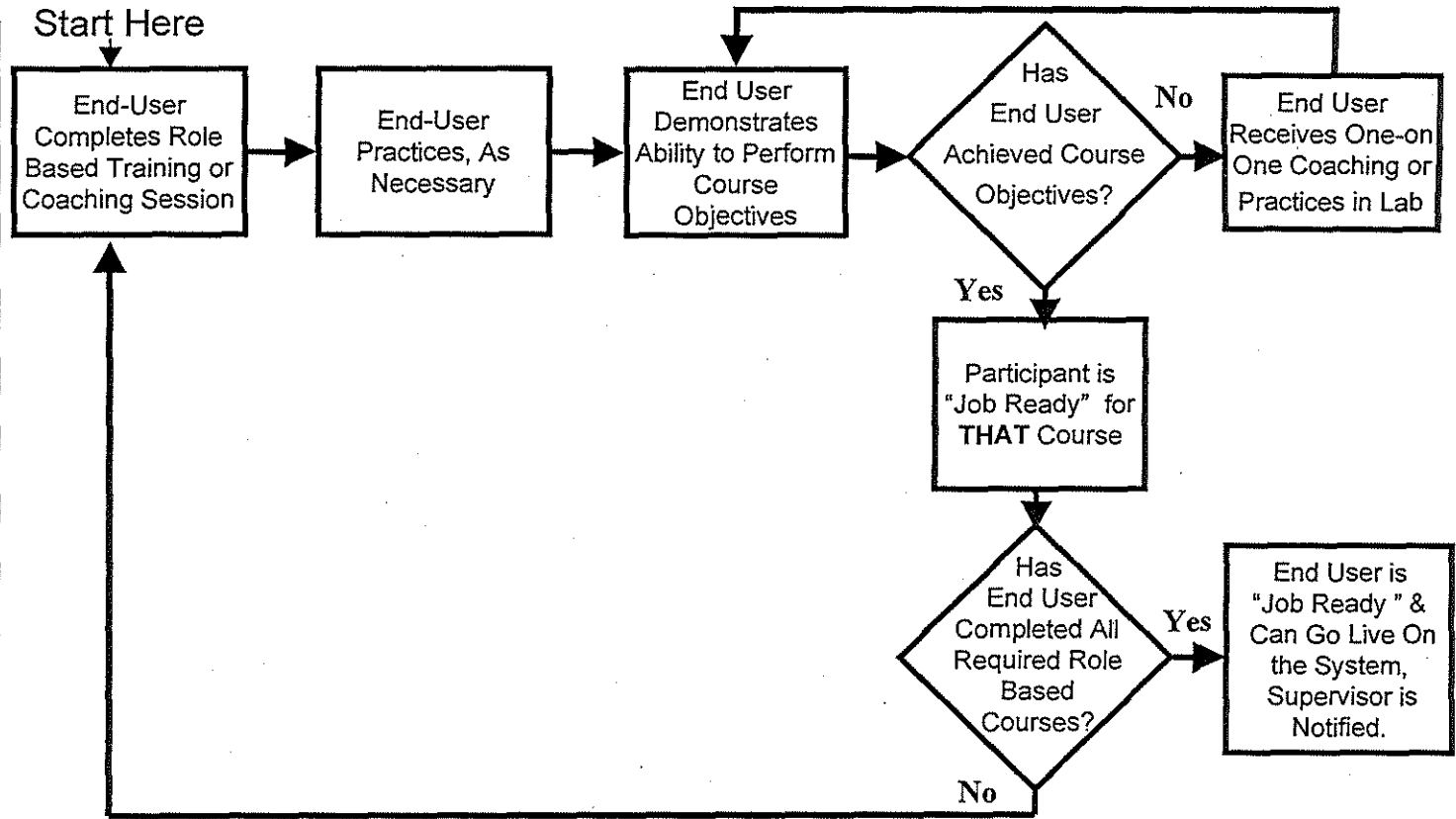
10/17/01
Date



“Job Ready” Assessment

Guiding Principles

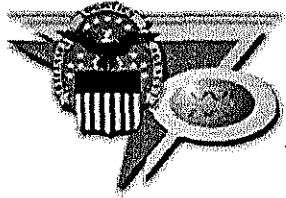
- Course Objectives will be outlined at the beginning of each course, to ensure users understand the focus for learning
- Job Readiness will be a pre-cursor to gaining Production System access
- Instructing/Coaching will be done by Functional Experts
- Role based training will be process based, and will focus on job activities, not just system activities



“JOB READY” Definition:
 The individual has demonstrated the ability to perform the key activities that make up a job. For example, the user can develop a customer/item forecast or issue a contract using the COTS software.

Jeffery Neal 10/17/01 24

Phil Peter 10-17-01 October 15, 2001

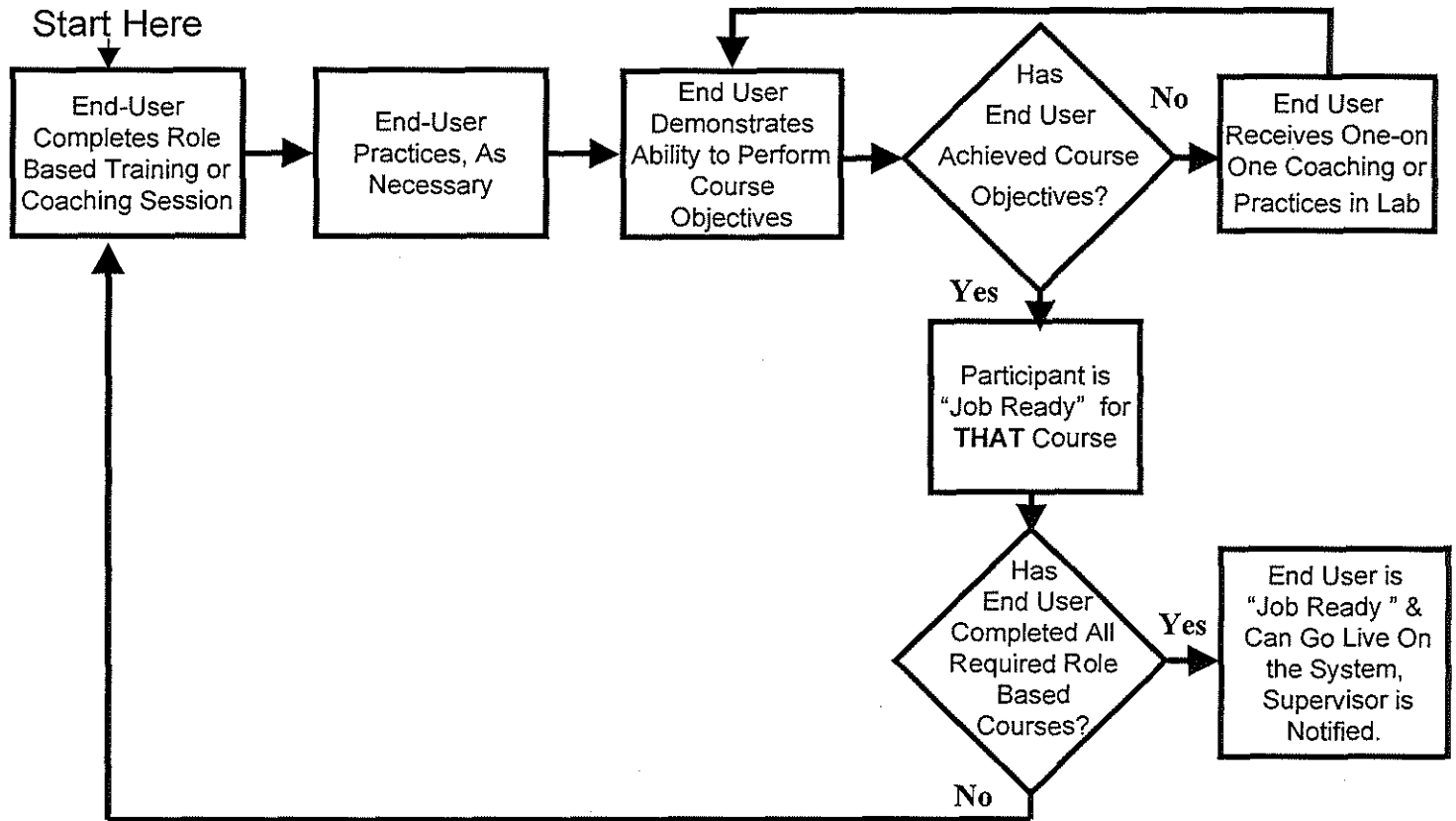


BSM

“Job Ready” Assessment

Guiding Principles

- Course Objectives will be outlined at the beginning of each course, to ensure users understand the focus for learning
- Job Readiness will be a pre-cursor to gaining Production System access
- Instructing/Coaching will be done by Functional Experts
- Role based training will be process based, and will focus on job activities, not just system activities



“JOB READY” Definition:
 The individual has demonstrated the ability to perform the key activities that make up a job. For example, the user can develop a customer/item forecast or issue a contract using the COTS software.

Jeffery Neal 10/17/01 24

Phil [Signature] 10-17-01 October 15, 2001