

**SHOP AGREEMENT ON SOCIAL SELECTION-RETENTION-CREDIT FACTORS
AND RETENTION-CREDIT POINTS**

**HEADQUARTERS, UNITED STATES ARMY, EUROPE, AND SEVENTH ARMY
AS HIGHEST SERVICE AUTHORITY OF THE U.S. ARMY IN GERMANY**

AND THE

HEAD WORKS COUNCIL, UNITED STATES ARMY, EUROPE

CONCLUDE THE FOLLOWING SHOP AGREEMENT

pursuant to the provisions of Section 73, in conjunction with Section 69 and Section 76, Paragraph 2, Number 8, German Personnel Representation Law (GPRL) (modified version):

1. Purpose. This shop agreement governs the social selection in a reduction-in-force action (RIF) for organizational reasons of local national (LN) employees who are employed under the provisions of the Collective Tariff Agreement (CTA) II in organizations of the United States Army or other U.S. Forces organizations in Germany, and are represented by the Head Works Council (HWC) USAREUR/7A.

2. Applicability. This shop agreement applies to:

a. Organizations of USAREUR and other U.S. Forces organizations in the Federal Republic of Germany employing local national employees, including Civilian Support employees who are paid from appropriated and non-appropriated funds and administered by the Civilian Human Resources Agency, Europe (CHRA-E).

b. Organizations of the Army and Air Force Exchange Service, Europe (AAFES-EUR) in the Federal Republic of Germany.

3. Agreement. For the social selection in connection with terminations for organizational reasons, the following social selection-retention-credit factors and retention-credit points will be used:

a. **Length of Service:** 2 points will be credited for each completed year of creditable service. With completion of 10 years of service, additional bonus points will be granted as follows. Creditable service is bindingly predetermined in Appendix C, USAREUR Regulation 690-84.

- (1) 4 points for 10 years of service
- (2) 8 points for 15 years of service
- (3) 12 points for 20 years of service
- (4) 16 points for 25 years of service
- (5) 20 points for 30 years of service

b. **Age:** 1 point will be credited for each completed year of age beginning with age 18, with the total number of points not to exceed 45.

c. **Support Obligations:**

(1) 8 points will be credited for each dependent child. Dependent children include children of the employee or employee's spouse for whom an entitlement for payment of children's allowance exists. Included are children who are natural offspring, stepchildren, adopted children, foster children, and other persons considered children. In order to be recognized as dependent children, an appropriate entry on the tax card or receipt of statutory children's allowance is required.

(2) 8 points will be credited for a spouse or registered civil partner without an income from self-employment or employment. Income from so-called insignificant employment (below the exemption limit of at present 400.00 Euro per month) will not be considered.

(3) 4 points will be credited for a spouse or registered civil partner with an income that is above the limit for insignificant employment inasmuch as the monthly income of the spouse or registered civil partner does not exceed the monthly income of the employee (verification is required).

(4) 4 additional points will be credited for each dependent child provided the child lives in a joint household with a single parent employee.

(5) 4 points will be credited for each additional person who is considered dependent due to legal obligations (corresponding official verification required).

d. **Severely Handicapped Persons.** Severely handicapped persons in the meaning of this shop agreement include severely handicapped employees with a handicap degree of at least 50 as well as personnel of equal status.

(1) Severely handicapped employees and employees with equal status will receive a base rate of 8 points.

(2) Severely handicapped employees will receive additional points based on the table below:

Table of additional points:

Handicap Degree 50:	8 points
Handicap Degree 60:	9 points
Handicap Degree 70:	10 points
Handicap Degree 80:	11 points
Handicap Degree 90:	12 points
Handicap Degree 100:	13 points

e. To resolve cases with an equal number of social retention points, the following social retention-credit factors will be used as tie-breakers. They will be used in the following order:

(1) A permanent health impairment recognized by the Federal Accident Insurance (10 percent and above) that the employee acquired in connection with employment with the Sending States Forces.

(2) Length of service.

(3) Support obligations.

(4) Single parent.

(5) Severely handicapped status.


4. Questionnaire. Enclosed is a "Questionnaire for Social Data to Determine Social Retention Standing During a Reduction-in-Force and to Determine Prospects for Continued Employment" that will be used to obtain social data. Social selection-retention-credit factors that are not established or proven beyond doubt will not be considered.

5. Effective Date, Termination.

a. This shop agreement enters into effect on the date on which both parties to the agreement have affixed their signatures in paragraph 6.

b. This shop agreement may be terminated by either party to the end of a calendar month with an advance notice period of 3 months. After the termination has become effective, the provisions of this shop agreement will stay in effect until a new agreement regulating the above matters has been concluded. The shop agreement is terminated automatically at the time a new agreement governing the matters regulated in this agreement enters into effect.


6. Signatures.



JEANNIE A. DAVIS
Director of Civilian Personnel
United States Army, Europe

25 Jan 05

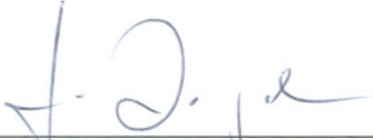
DATE



HELMUTH ARNOLD
Chairman
United States Army, Europe
Head Works Council

26. Jan. 05

DATE



ANDREAS ROGEL
Deputy Chairman and
Representative of Blue Collar
Employees

26. Jan. 05

DATE



HEIDI STALEY
Head Severely Handicapped Employee
Representative

26. Jan. 05

DATE