

## MEMORANDUM OF AGREEMENT

This agreement is made and entered into by and between the Oak Ridge Field Office and the Office of Scientific and Technical Information, U.S. Department of Energy and the Office and Professional Employees International Union Local No. 268.

Effective upon signing, Part II, Article 17 of the negotiated agreement between the United States Department of Energy's Oak Ridge Field Office and the Office of Scientific and Technical Information and the Office and Professional Employees International Union, Local No 268, AFL, CIO is amended as follows:

1. Section 2, Competitive Personnel Actions, is changed to read as follows:

### SECTION 2 COMPETITIVE PERSONNEL ACTIONS

#### A. LIMITATIONS ON NONCOMPETITIVE PROMOTIONS

1. Selections resulting in the promotion of an employee because of the assignment of additional duties and responsibilities will be made competitively if:

a. Other employees in the bargaining unit would be unduly deprived of the opportunity to compete for higher-graded positions; and

b. The accretion of new duties is the result of planned management action and a vacancy exists; or

c. Such promotion would result in a change in organization.

2. Career promotion resulting from an employee's current position being reclassified at a higher grade because of additional duties and responsibilities may be taken without regard to the competitive procedures provided (1) that the accretion of duties did not result from planned management action or (2) that no actual vacancy exists within the employee's current organization. The promotion must not be more than one grade above the current grade for one-grade interval occupations or two grades above the current grade for two grade interval occupations. Such career promotions are prohibited if the accretion of higher-graded managerial, supervisory, or work leader duties and responsibilities is to a position which is not already classified as that of a manager, supervisor, or work leader respectively. When non-competitive promotion actions are effected in accordance with this paragraph, the OPEIU Shop Chairperson will be notified.

B. Temporary Promotions

Temporary promotions not exceeding 120 days may be made without regard to competitive procedures. The 120 days limitation includes prior service within the preceding 12 months under all details to higher-graded positions and all temporary promotions.

C. Issues

Either the employer or the union may request a meeting to define and reach agreement on issues pertaining to the provisions of this article.

FOR: Department of Energy

Luis Jago 3/9/93  
Lena Bayar 3/9/93

FOR: Office and Professional Employees

Phillip Pipe 3-9-93  
M. Dalton Cogan 3-9-93