

Career Transition Update

June 17, 2005

For those of you that don't know me let me introduce myself. I am Beth Gerrits and I am assigned to Altoona AFSS in PA. I am the NAATS RIF/ Career Transition Liaison (yes, it is a rotten title but it does catch the attention) as provided for in the Re: Reduction in Force –Flight Service Station Competitive Sourcing Initiative MOA. My job is to assist in the facilitation of the MOA. If you are having problems with the application of this MOA please do not hesitate to call me. I am currently working in FAA Headquarters in this position. I work closely with Kate Breen and Scott Malon as issues surrounding the MOA and the RIF come up. I also work with the FAA Flight Services Safety and Operations staff to address your concerns.

Items of interest that have occurred over the last couple of weeks are:

Swaps to/from Alaska – These will not be approved because the FAA is unwilling to move someone into a possible RIF situation. However, if you can convince someone to take the VSIP and outbid a supervisor for their position, that would be acceptable. Grievances have been filed. Please be patient as they are processed through the system.

IPP moves to legacy sites. – There were rumors that some legacy sites would not be accepting IPP bids. This is not true! IPP bids will be considered on an individual basis as to need and staffing at the receiving and releasing facilities.

Another issue was a Lockheed Martin job offer to one site when the person had an IPP to a legacy site. Flyer #9 addresses this issue. This leads to a reminder from me to review your right of first refusal letter (ROFR) for your responsibilities to keep Lockheed Martin informed of your employment status with the FAA.

5-6-7-8 Tower Bids First round – The security checks and medicals clearances are nearing completion. Your final offers will be extended within the next couple of weeks. For those of you that are on the fence about accepting or declining your offers your time is almost up. Remember if you decline the offer under Section 6 of the MOA your Preferred Placement status will be terminated. For those that have been questioning the need for the review of security and medicals, there are different standards applied to the options. Some problems can be waived in Flight Service that cannot for a Tower job and vice versa.

5-6-7-8 Tower Bids Second round – As implied by the previous heading there will be a second round of tower bids. There is nothing solid yet on the date but probably by the first week of July. This round will only have 15-20 positions available and most will be in the Eastern service area. There may be more positions added if some of the previous offers are declined. There is no determination yet if you can modify your original bid package or if there will be any other changes to the rules used in the first bid. The information on this changes daily and I will try to keep you informed.

AK openings – There were 175 bids for the 7 positions open in Alaska. The offers were made for those openings last Friday. Everyone who got an offer should be aware of it by now. The breakdown of the offers I received are 3 went to supervisors, 1 to a staff specialist, and 3 to FPLs.

VSIP (Voluntary separation incentive program) – The VSIP will close this week and it looks like there were 10 people accepting it for sure and possibility 10 more that would decide at the last minute. That is another possible 10-20 Alaska positions available for bid.

Ventris Gibson informed me this week that 6 HR positions have been filled by Flight Service personnel. Two positions are at Headquarters and four positions are at the Regional offices.

VERA – If you are one of the 5 that committed yourself to a VERA, you have committed yourself to retiring under the circumstances outlined in that agreement. Your stated intention to retire under this agreement means you are not looking for another government job. I don't know why you did it but please read that agreement over because it limits some of the programs available to you in the MOA.

Let me know if you have any problems.

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