

Career Transition Update

08/19/05

The Age 31 waiver extension HR promised to be working in Flyer #6 is still being worked on. The date of Flyer #6 was May 20. Apparently working with a full staff that is committed to making your lives miserable does not include a speedy resolution to this issue.

There was an announcement this week of a FERS retirement seminar for those at Headquarters. The restriction for signing up is you must be within 5 years of being eligible for retirement. AFSS employees do not enjoy the benefit of this planning because HR could not fund this seminar choosing to assign those resources to more important needs. Never mind that AFSS employees are being unexpectedly and involuntarily removed from government service.

Last weeks Flyer #16 finally had some numbers of those placed in other FAA jobs. The staffing numbers from the FAA June 30 staffing report for AFSS has 1719 BUE in the lower 48 and HI, 295 Management, and 69 Administrative personnel. The FAA published 694 announcements for internal vacancies for which AFSS surplus/displaced employees were eligible to apply resulting in 224 selections (about 32% of those vacancies). Some of those announcements may have been for multiple positions. The FAA placed 45 non-BUEs in jobs (over 15%) and only 179 BUEs were placed (about 10%).

In a meeting this week I was informed that HR is just now working on guidelines for selection officials so they can apply the PPP and SPP. One would think that would have been taken care of a while ago. If you are bidding on a position and there seems to be some confusion about how the PPP or SPP is applied, you know why.

I did some checking on the Academy classes for those going into the terminal option and it seems so far there is one class per month scheduled in July, August, and September. Each class has a capacity for 8. Be prepared for a long time at that lower pay grade while you wait for your class.

Those that are intending to use AL to reach retirement beyond Oct. 3. You may apply for a waiver to work for the contractor while in a "terminal leave" status from a job that has been eliminated and that you have already been notified you are RIF from. You submit your request in writing it to the Regional Ethics Officer/ Legal Counsel's office through your supervisor or manager and they will make a determination. We will not know the response until that request is made.

I did receive an interesting question this week about the national tower bids. "I HAVE A QUESTION THAT HAS BEEN TOSSED AROUND THE FACILITY. ON THE TOWER BIDS, IF YOU HAVE MADE THE SELECTION LIST AND NO SELECTION HAS BEEN MADE AFTER OCT 3, DO YOU STILL STAY ON THE LIST AND ARE STILL ABLE TO BE

SELECTED FOR THE BIDS." After some research my response was: The Selection List (CERT) will continue to remain in existence. The National Tower Bid was an internal placement bid. After Oct. 3 we will no longer be FAA employees (except for those on AL to retirement). We go from internal to external hires after Oct. 3. So while the list exists we no longer qualify for the internal selection so one could not be selected unless they are in the AL group. Add to this the planned additional hires for towers in FY06, FY07, and FY08 is zero.

Some of you may have seen a lovely bid for up to 38 positions that was out for about 2 hours earlier this week. It was withdrawn to correct the verbiage and I am told it will be back. I cannot confirm when or even if it will be done in enough time for selections to occur before Oct. 3.

For the 5 AFSS employees that have chosen the active military duty route to delay the RIF there was some discussion on what jobs you will have on your return. It seems the FAA is required to do this so they will find jobs for you when you return. Take care and make sure you return for there is a job waiting for you.

If anyone has been contacted about last minute changes to their "good time" that will affect their retirement status please contact Scott Malon or myself.

I hope you all read the very nice article about AFSS at OSH in Focus FAA. It had some very positive remarks about the upcoming changes in Flight Service. Only 45 days to go.

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If I seem to be a little harsh on HR I had a bad experience last week of getting sent from a dead line on number selection to detailed, missing, nonexistent employees for over an hour. I gave up in frustration and tried another route to get my answer. That non-HR route worked and I had my answer very quickly.