



# **Labor Management Agreement**

Between

**THE ADJUTANT GENERAL  
STATE OF WISCONSIN**

And

**THE BADGER STATE AND  
MAD CITY CHAPTERS  
ASSOCIATION OF CIVILIAN  
TECHNICIANS**

2013-2015

## PREAMBLE

This Agreement is made in consonance with **Chapter 71 of Title 5 U.S. Code**, by and between The Adjutant General, State of Wisconsin, hereinafter referred to as the EMPLOYER, and the Association of Civilian Technicians, consisting of the Badger State and Mad City Chapters, hereinafter referred to as the UNION, for employees of that described unit, hereinafter referred to as the EMPLOYEES. The intent and purpose of this agreement is to promote and improve the effectiveness and efficiency of the Wisconsin Air National Guard and the welfare and security of its employees (technicians) within the meaning of The Law. The parties hereto concur that this can best be accomplished by a commitment to partnership. The parties hereto agree to assume responsibility for eliminating all practices which hinder efficient operation, affirm that they will cooperate in all these endeavors and exert concerted effort to strengthen good relations between the "Employer" and the "employees." Wherever language in this agreement refers to specific duties or responsibilities of specific employees or management officials, it is intended only to provide a guide as to how a situation may be handled. It is agreed that the Employer retains the sole discretion to assign work and to determine who will perform the function discussed. This in no way releases the Employer from contracted obligations incurred under this labor agreement. Now, therefore, be it hereby known, the undersigned parties hereto agree to the following articles.

## ARTICLE 1 - DEFINITIONS

**DEFINITIONS:** Terms used in this **agreement** are defined as follows:

**AGENCY:** The "Agency" means an Executive agency.

**AMENDMENTS:** Modifications of the Basic Agreement by adding, deleting, or changing portions, sections, or articles of the Agreement.

**APPLICANT EVALUATION:** The process of evaluating the knowledge, skills and abilities and work experience possessed by candidates against the job-related criteria to determine those who will be certified to the selecting supervisor.

**AUTHORITY:** The Federal Labor Relations Authority.

**CFR:** Code of Federal Regulations

**CRITICAL ELEMENTS:** Elements of the employee's job that are of sufficient importance that performance below the minimum standard established requires remedial action and may result in the denial of within-grade/step increases, reduction in grade or removal of the employee.

**DETAILS.** A detail is the temporary assignment of a technician to a different position for a specified period, with the technician returning to his/her regular duties at the end of the detail. A position is not filled by a detailed employee, because the technician continues to be the incumbent of the position from which detailed. Details may be made for up to eight (8) pay periods. Details may be extended in increments up to eight (8) pay periods, not to exceed sixteen (16) pay periods for Federal Wage Grade employees and twenty six (26) pay periods for General Schedule employees. A detail to a higher graded position is appropriate when an individual's service is required for two (2) pay periods or less in that position.

**DMP:** DIRECTOR OF MANPOWER AND PERSONNEL

**DUAL STATUS MILITARY TECHNICIAN:** A person employed under 32 U.S.C. 709 who must also hold a military position as a condition of employment.

**EMERGENCY:** An unforeseen combination of circumstances or the resulting state that calls for immediate action.

**EMPLOYEE:** The "employee" means an individual employed by the Wisconsin Air National Guard as a technician under the supervision of The Adjutant General of Wisconsin.

**EMPLOYER:** The "Employer" means The Adjutant General of Wisconsin.

**EXCLUSIVE REPRESENTATIVE:** The Association of Civilian Technicians, Air.

**GOOD GOVERNMENT STANDARD:** The elements of a good government standard are the promotion of increased quality and productivity, customer service, mission accomplishment, efficiency, quality of work life, employee empowerment, organizational performance, and in the case of the Department of Defense, military readiness.

**GRIEVANCE:** Any complaint by an employee concerning any matter relating to conditions of employment of the employee; by any labor organization concerning any matter relating to the conditions employment of any employee; or by any employee, labor organization, or agency