

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered into jointly by and between the American Federation of Government Employees (AFGE) General Committee, and the Social Security Administration (Agency), and collectively referred to as the Parties. The purpose of this MOU is to address all issues relating to the Agency's decision to pay monetary awards in FY 2012 to AFGE bargaining unit employees.

This agreement has no precedential value and cannot be used in any pending monetary award litigation or in support of any term bargaining proposals on monetary awards.

GENERAL PROVISIONS

1. The amount of money allocated for all monetary awards to be paid in FY 2012, as calculated by management, is \$26,022,582 which represents .84% of Agency payroll for AFGE bargaining unit employees as of September 30, 2011.
2. The Parties agree that the award money to be paid in FY 2012 will be distributed as follows:
 - a. 75% for ROC awards (PA and QSI) (\$19,516,937)
 - b. 25% for ECSA (\$6,505,646)
 - c. Executive Recognition Award (ERA) (NONE)
3. There is no maximum number of QSIs which may be awarded to bargaining unit employees. All QSIs must be funded from the funds allocated for performance awards within the designated Deputy Commissioner or equivalent component.
4. The following ROC Award range amounts will be used by the Agency in determining the award amount based on FY 2011 appraisals.
 - a. Element Average of 5.0 - Award Range (\$1,200 - \$1,500) or QSI
 - b. Element Average of 4.5 - Award Range (\$750 - \$1,100)
 - c. Element Average of 4.0 - Award Range (\$475 - \$700)
5. The parties agree that all current AFGE bargaining unit employees (as of May 18, 2012) who are ROC eligible for FY 2011 and are in good standing at the time of consideration for an award will be granted a ROC award within the ranges identified in number 4 of this section, with the following exception: the Agency has discretion to not grant a ROC award to any employee who was subject to discipline in FY 2011 or who committed misconduct in the FY 2011 appraisal period that later resulted in discipline. For purpose of this agreement, discipline is defined as short-term suspension or greater. If an employee is not granted a ROC award because of such disciplinary action, management will inform the employee of the reason for not granting the award. The parties agree that if an employee was subject to discipline as stated above and the action is resolved by settlement or litigation to less than a short-term suspension, the employee will be considered in good standing at the appropriate time and granted a ROC award if



otherwise eligible.

6. The parties agree that any unspent ROC funds for a Deputy Commissioner or equivalent component will be reallocated to that Deputy Commissioner or equivalent component's ECSA fund.
7. The amount of funds to be allocated to each Deputy Commissioner or equivalent component for ECSA will be based on the number of bargaining unit employees within the component as of September 30, 2011.

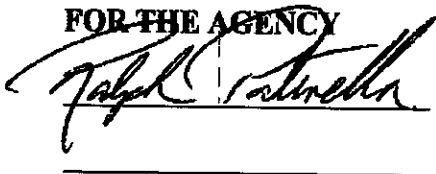
MISCELLANEOUS

1. The Agency will provide the Union the number of bargaining unit employees within each Deputy Commissioner or equivalent component as of September 30, 2011 within 30 days from the date the award funding is allocated to each Deputy Commissioner or equivalent component.
2. On or before December 1, 2012, the Agency will provide the Union the following information:
 - a. The number of ROC award recipients by Deputy Commissioner or equivalent component with each recipient's element average for FY2011, position and grade as of 9/30/2011, and award amount.
 - b. A listing by name of all ECSA award recipients by Deputy Commissioner or equivalent component and employee position and grade as of 9/30/11, and amount of award.
 - c. A total summation of amounts spent and unspent for each of the two award categories by Deputy Commissioner or equivalent component.
 - d. The number of QSIs approved and the cost for these QSIs for each Deputy Commissioner or equivalent component.
 - e. The total ECSA fund (including reallocation of ROC funds) for each Deputy Commissioner or equivalent component.

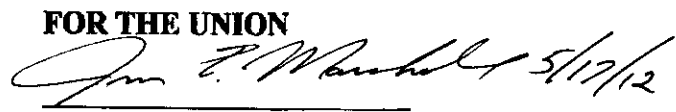
Effective Date

This MOU will be considered effective immediately upon signing, subject to Head of Agency approval per 5 USC 7114(c). In the event that this MOU is disapproved by the Agency Head, the Union will be notified of the disapproval with an explanation as to the reason(s). The Parties will then resume negotiations of the MOU within thirty (30) workdays in accordance with 5 USC 71.

FOR THE AGENCY

 5/17/12

FOR THE UNION

 5/17/12
CRAIG A. HICKS SA

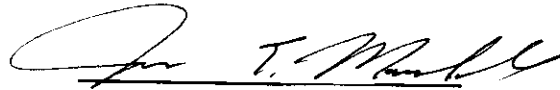
Sidebar to the FY 2012 Monetary Awards MOU


In DCBFM, the ROC award range for an employee with a 4.0 element average is \$400-\$700.

FOR THE AGENCY



FOR THE UNION



CATHY A. HICKS 

DATE: May 17, 2012

Sidebar to the FY 2012 Monetary Awards MOU

1. The amount of ROC funds to be allocated to each Deputy Commissioner or equivalent component for performance awards for bargaining unit employees is as follows:

DCBFM	\$ 321,918
DCCOMM	\$ 60,986
DCDAR	\$ 2,182,880
DCHR	\$ 12,089
DCLCA	\$ 14,147
DCO	\$14,850,485
DCQP	\$ 411,129
DCRDP	\$ 253,724
DCS	\$ 1,338,163
OCACT	\$ 24,074
OC	\$ 8,204
OGC	\$ 39,137
	<u>\$19,516,937</u>

In addition to the above referenced amounts, the agency is increasing the ROC award allocations for the following components:

DCO	\$140,542
DCDAR	\$ 62,457

2. DCBFM and the OC may transfer ECSA funds to the ROC award pool.

FOR THE AGENCY



FOR THE UNION



CATHY A. HICKS

DATE: May 17, 2012