

DEPARTMENT OF THE ARMY
HEADQUARTERS, UNITED STATES ARMY, EUROPE, and SEVENTH ARMY
UNIT 29351
APO AE 09014

AEAGA-CR (690-500)

28 MAY 1993

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Rescission of USAREUR Pamphlet 690-6

1. Reference USAREUR Pamphlet 690-6, Civilian Personnel - GUIDANCE FOR APPLICATION OF COLLECTIVE TARIFF AGREEMENT OF 16 DECEMBER 1966 (CTA II), ARTICLES 58 AND 59, dated 8 March 1990.
2. Reference is rescinded effective 1 October 1993. Beginning then, all local national (LN) positions under CTA II coverage will be graded by exclusive reference to the grading provisions contained therein. Personnel officers may direct implementation of this change to take place at an earlier date in their serviced area if they so deem appropriate. Classification decisions (including standard/model job descriptions) rendered by this headquarters will be based on CTA II only, effective immediately.
3. Use of the parallel evaluation method described in USAREUR Pamphlet 690-6 is no longer authorized. LN employees whose positions were classified under provisions of reference may retain their present permanent grade and associated compensation for the duration of their tenure in these positions. This protection applies equally to employees in a trainee or developmental status to a target level position which was properly classified under USAREUR Pamphlet 690-6 provisions before its rescission. Protection ends upon one of the following:
 - a. Employee's assignment to a properly graded position of the same level as currently held.
 - b. Voluntary assignment to a lower graded position.
 - c. Placement into a lower graded position through reduction-in-force (at which time Appendix O, CTA II protection measures would be effective), or
 - d. Refusal of assignment to a position properly graded at the same grade currently held.

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4. Positions classified according to USAREUR Pamphlet 690-6 provisions are exempt from reclassification upon vacancy when they can be used for RIF placement of employees currently holding the same grade as the vacant position. Any other vacant position, however, must be reevaluated under provisions of CTA II, even though there may be identical, encumbered positions still graded according to provisions in reference. Effective immediately, positions which become vacant, are not required for RIF placement, and which require allocation by this headquarters must be forwarded for reclassification upon vacancy.

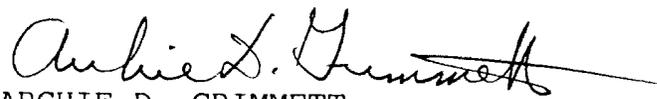
5. Implementation of this change will be monitored through ACPERS; adherence to these instructions will be reviewed through regular, random-sample audits of the data base.

a. All C-Tariff positions with a date before 1 Oct 93 in DIN JBN (Date PD Classified) are expected to require reclassification under provisions of CTA II when vacated. We will replace all entries in DIN JBN with the date of 30 Sep 93 before the effective date of above change, to ensure all positions potentially subject to reclassification are identified. For positions subsequently classified IAW tariff criteria, the date of 30 Sep 93 in DIN JBN must be changed to the actual date of the positions' classification.

b. DIN JZZ will be used to document employees' grade protection authorized above. This DIN is, therefore, reserved for exclusive use for this purpose, and is now a mandatory DIN for LN positions. Effective 30 Sep 93, we will copy present position incumbents' SSAN to JZZ. Presence of the SSAN in DINs BAA and JZZ will indicate employees' entitlement to grade protection. When a position is vacated, DIN JZZ will be cleared along with the respective employee record. New entries in DIN JZZ may subsequently be made only in cases of RIF placements addressed above.

6. HQ USAREUR/7A POC is Mr. Alfred K. Lang, 370-9411/9412.

FOR THE DEPUTY CHIEF OF STAFF, PERSONNEL:


ARCHIE D. GRIMMETT
Assistant Deputy Chief of Staff,
Personnel (Civilian Personnel)