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SRN 6-000-464

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## Issue Coordination Form

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**ODUSD(I&E) Competitive Sourcing & Privatization Office**

Crystal Square #4, Suite 105 • 1745 Jefferson Davis Highway • Arlington, VA 22202

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The following A-76 Costing issue is being submitted by MEVATEC Corporation for coordination and review on April 4, 2003.

<i>Coordinated With:</i>	NA
<i>ODUSD(I&amp;E) Concurrence By:</i>	Annie L. Andrews
<i>Concurrence Received On:</i>	June 11, 2003
<i>Proposed Response Updated On:</i>	June 11, 2003
<i>Issue Status:</i>	Approved for Release

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## ISSUE DETAILS

**Submitter Name:** John Griffin  
**Organization:** Kings Bay Naval Base  
**Location Name:** St. Marys, GA  
**Date Submitted:** February 4, 2003

**Title:** Union Official Time in the MEO

**Question SRN:** 6-000-464

Where will I find answers to how the use of "Union Official Time" affects the MEO? Also, how do you cost the same out during the study period?

### Proposed Answer:

The following is an A-76 Costing Policy Clarification from Mrs. Annie L. Andrews, Assistant Director, ODUSD(I&E) Competitive Sourcing and Privatization Office:

To determine if the cost of union official's time is included in the in-house cost estimate (IHCE) refer to the bargaining agreement for the union official's position in question. The agreement may or may not specifically state if the position is dedicated to the commercial activity being competed. While making this determination, remember A-76 cost comparisons focus on "spaces" and not "faces".

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- a) If the bargaining agreement specifies that a union official is exclusively representing the directly affected employees in the activity being competed, then the cost of this union official position is included in the IHCE.
- b) If the bargaining agreement specifies that a union official is representing both directly affected employees and employees who are not directly affected, then the cost of the union official position is prorated based on the percentage of FTEs in the MEO.
- c) If the bargaining agreement is silent regarding specific employees that a union official represents, the cost of the time the union official position may dedicate to the MEO cannot be determined and therefore is not included in the IHCE.

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**Special Instructions:** *(To be completed by Annie Andrews Only)*

Please select one of the following by placing an "X" in the space if applicable.

**Cost Issue Ruling/Decision**

**Policy Clarification**

**Policy Change**

**If change, does it require formal coordination before implementation?**

**Comments:** *(To be completed by Annie Andrews Only)*

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*April 4, 2003*