

1 **APPENDIX B**

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The SSA Affirmative Employment Program Plans

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7 **A. Introduction**

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9 **The parties agree to the importance of establishing and adhering to the**
10 **Affirmative Programs for Equal Employment Opportunities and Disabled Veterans**
11 **Affirmative Plan.**

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13 **Equal Employment Opportunity Management Directive 715 (MD-715) provides**
14 **policy guidance and standards for establishing and maintaining effective**
15 **affirmative programs of equal employment opportunity under Section 717 of Title**
16 **VII and effective affirmative action programs under Section 501 of the**
17 **Rehabilitation Act. The Directive also sets forth general reporting requirements.**
18 **Plans will be developed in accordance with 29 CFR 1614.102 and the CFR for**
19 **disabled veterans.**

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21 **B. Targeting Under Representation**

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23 **The Affirmative Employment Plans will be utilized to target and eradicate any**
24 **under representation that exists in any protected group within the Agency.**

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26 **Within 90 days of the effective date of this agreement, the Agency will do an in-**
27 **depth analysis of the workforce to determine if under representation exists for**
28 **any group based comparison to the Civilian Labor Force (CLF) and the Standard**
29 **Metropolitan Statistical Areas (SMSA). If the analysis determines that under**
30 **representation exists, the protected groups identified will be targeted in the**
31 **Affirmative Action Plans.**

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33 **Within 120 days of the effective date of this Agreement, the Agency will begin to**
34 **analyze job series 105, 301, 305, 322, 345, 950, 993, and 2210 to assess the**
35 **effectiveness and efficiency of the Title VII and Rehabilitation Act programs and**
36 **to ascertain whether the Agency has made a good faith effort to identify and**
37 **remove barriers to equality of opportunity in the workplace. This job series**
38 **analysis will be completed within 180 days of the effective date of this Agreement.**

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40 **C. Notice and Bargaining**

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42 **1. A copy of the Agency findings will be provided to the Spokesperson**
43 **of the AFGE General Committee, or his/her designee, upon**
44 **completion of the analysis.**

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46 **2. The Agency will provide notice and opportunity to bargain**
47 **concurrently with the report.**

48 **3. Should the Agency change its Affirmative Employment Program**
49 **Plans, notice and opportunity to bargain will be provided to the**
50 **Union.**

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