



REPLY TO
ATTENTION OF:

AEAGA-CL

DEPARTMENT OF THE ARMY
UNITED STATES ARMY, EUROPE, and SEVENTH ARMY
UNIT 29351
APO AE 09014-9351

- 7 DEC 2005

CPD Memorandum LN-GE-RIF 6

SUBJECT: Filling Local National (LN) Positions In Organizations Affected by Reduction-In-Force (RIF) in Germany

2. References.

a. German Law on Protection from Termination of Employment.

b. USAREUR Regulation 690-84, Reduction-In-Force – Local National Employees in Germany, 5 May 2000

2. The Round 37 announcement has initiated Army transformation in Germany. Administering the RIF process for our LN workforce is challenging and lengthy. However, it is a process that is mandated by German personnel law and tariff agreements. The 15 month timeline does create additional challenges as we attempt to support mission accomplishment and downsizing or closure actions simultaneously. Holding vacant positions for potential placement of employees who will be separated due to RIF is an accepted Army tool for mitigating the adverse impacts of RIF. We are not only mandated by German law to mitigate termination actions, we are also mandated by good management practice to ensure our Army LN employees are afforded every opportunity to continue their employment with U.S. Forces.

3. The holding of vacancies for potential placement of employees impacted by RIF is USAREUR policy, which applies to all Army organizations in Germany. The holding of vacancies begins with the organizational announcement requiring a RIF. The Civilian Personnel Operations Center (CPOC) determines if a vacant position should be offered to affected employees and makes placements. Management officials should work with their servicing Civilian Personnel Advisory Center (CPAC) and the CPOC to explore options, e.g., moving an employee impacted by RIF to the vacant position, filling or detailing on temporary basis until the RIF process has been completed. Employees accepting RIF placement offers move to the position after gaining and losing supervisors negotiate a release date, i.e., placements and movement of employees occur throughout the 15 month timeline.

4. HQ USAREUR/7A POC is Mr. Wolfgang Trum, 375-2522, fax 375-2511, e-mail wolfgang.trum@cpoceur.army.mil.

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