

## MANAGEMENT COUNTER-PROPOSALS

### Physical Agility Testing (PAT)

22 Nov 2011

1. To provide all affected employees ample opportunity to physically prepare for this required testing, management agrees to delay implementation until 1 March 2012. All medical screening will be completed during this month and there will be no medical testing/screening by the agency or PAT prior to this date. Upon passing the medical screening, the employees must meet the PAT requirement as outlined in AFI 31-283, Department t of the Air Force Civilian Police/Security Guards, by 1 March 2013. There are no new waivers or exceptions to passing the testing requirement by this date if the employee already has a current waiver. Continued testing and administration of the program will be IAW AFI 31-283.
2. Employees retain all rights provided under the negotiated agreement, Air Force Instructions, and law to file complaints and/or grievances regarding the outcome of the testing results.
3. Management cannot release information regarding any employee medical condition(s) or disability to AFGE without each individual's specific written authorization. Both management and AFGE Local 3254 are available to assist employees with access to their electronic Official Personnel File.
4. Management will continue to consider accommodations as required under applicable laws for any employee in Security forces who provides medical documentation of a permanent medical condition that prevents them from passing the PAT and consequently, being unable to perform their federal civil service position. Employees unable to take the PAT for medical inability may request to take leave or be detailed for the up to 6-month period of time that management considers accommodating them in a vacant position. These SF employees will have priority over any other Grissom bargaining unit employees also seeking medical accommodation (unless they are or will become eligible for either optional or discontinued service retirement during the 6-month period after they are determined medically unable to take the PAT). Any potential separation for medical inability will not be implemented prior to this 6 month period expiring.
5. Medical testing and/or evaluation required for PAT will be provided during duty hours at no cost to employees by a designated agency physician. If employees are required to be tested and/or evaluated during non-duty hours, they will be considered to be performing duty and will be compensated. If transportation is required to attend medical testing and/or evaluation by the agency physician, normally a government owned vehicle will be provided. In the event an employee must use their personally owned vehicle when a government furnished vehicle is unavailable, they will be reimbursed IAW JTR 2401-C. Employees who choose to utilize their own physician may be reimbursed IAW governing laws for the medically directed initial and recurring annual exam only as required by 5 CFR 339 assuming the testing is required and the employee is not attempting to secure a benefit from it. A government vehicle will not be provided.
6. In the event the employee is deemed physically unable to participate in the PAT as required by the designated agency physician, s/he has thirty (30) days from the notice of the determination

to provide specific medical information (to include test results) from their personal physician to controvert the decision. This will provide a complete diagnosis, prognosis, and projected impact on the employee's ability to both take the PAT and perform the full range of security duties. The designated agency physician must review and consider all such documentation supplied by the individual's personal physician or practitioner.

7. All SF employees have the same rights as other Grissom employees to participate in the physical fitness program at Grissom ARB during duty hours up to three (3) hours per week. This will be administered and recorded IAW the published Grissom supplement to AFI 36-815, Absence and Leave and AFRCI 36-803, Air Reserve Technician Time and Attendance Procedures and Audits.
8. During the PATs, management will have available at the testing location drinking water, rest room facilities, and an AED. In addition, EMS personnel will be available on base.

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