



---

## **NWS Violates Agreement just 3 Weeks after Signing the MOU – Refuses to Pay PCS Costs during Reassignment**

(June 27, 2016) The National Weather Service sought NWSEO's help to quickly fill vacancies. Now, just three weeks after signing [the Memorandum of Understanding](#) with NWSEO, the NWS is repudiating a key section of the agreement.

NWS Management agreed to pay all "Permanent Change of Station" ("PCS") expenses of employees selected through the internal reassignment process that the parties negotiated. Specifically, the last paragraph on page two of the Memorandum of Understanding reads:

"The NWS agrees to pay all PCS expenses of the employee in accordance with the Collective Bargaining Agreement, past practice and to the extent allowed by law or Government-wide rule or regulation."

NWS Management somehow interprets this as, "PCS are at the discretion of the hiring manager/region." This is the wording NWS used during a webinar presented to employees on June 21, less than three weeks after signing the MOU. Then, in response to a follow up question posted on the "NWS Insider," management wrote that payment of PCS costs under this lateral reassignment program "is at the discretion of the hiring manager."

"The Agency's continuous violation of trust is an issue," said NWSEO President Dan Sobien, "If you can't trust NWS management to uphold their part of an agreement they asked us to help draft, how can you trust them with shaping the future of the National Weather Service?"

The intent of the [June 2 MOU](#) is to expedite the filling operational positions that had been previously filled through the lengthier and more expensive merit assignment process. NWSEO was explicit that the same entitlement to payment of PCS expenses would apply to the filling of these positions, as had been the case when they were previously filled through the merit assignment process. From the very beginning of negotiations, NWSEO President Sobien insisted, "We will need PCS paid to sign this."

[NWSEO filed a Union Grievance](#) on this breach of the MOU today. In this grievance, NWSEO demands payment of PCS costs to all employees selected through this process and that the NWS email all bargaining unit employees retracting management's previous erroneous statements on PCS costs, informing them that employees hired through this process will be paid PCS costs.

**Please post this Four Winds on your NWSEO bulletin boards so that all bargaining unit employees know that if they are hired through the internal reassignment process stated in the MOU, they are entitled to PCS costs.**

-NWSEO-

**No one cares more for National Weather Service employees than  
National Weather Service employees.  
No one works harder for National Weather Service employees than  
National Weather Service employees.  
We are NWSEO.**