

**OVERSEAS EMPLOYMENT AGREEMENT
ASSIGNMENT TO A FOREIGN AREA
(With Return Rights)**

This agreement must be signed by an employee serving on a career or career-conditional appointment selected for assignment to a position in a foreign area who has return rights.

(Note: Refer to agreement **OA 5.8** for employees who have return rights and are assigned to Alaska and U.S. territories and possessions.)

1. This document represents an agreement between the Air Force and the undersigned and becomes effective upon my assignment to:

Position Title, Series and Grade or Pay Band:

Location:

2. By accepting this assignment to a foreign area, I understand and agree to the following:

a. My initial period of foreign service is limited to the established tour of duty for the area to which assigned. Any extension beyond the initial period of foreign service is subject to management's approval and my concurrence. Any prior DoD foreign service not interrupted by the required period of residence in the United States or non-foreign area will reduce the allowable period of service I am authorized employment in a position subject to the DoD five-year foreign area limitation policy.

b. If I am authorized and elect to exercise renewal agreement travel for the purpose of serving a subsequent tour of duty in the same or another foreign area, my period of service will then be limited to the prescribed tour required by such agreement. Any extension beyond that period is subject to management's approval and my concurrence.

c. DoD policy limits foreign area service of employees assigned to positions subject to the DoD rotation policy to a period of five years. My foreign service will be limited by that policy if, after completion of five years foreign area service, I am serving in or assigned to a position subject to the DoD rotation policy.

d. When notified that my foreign service will not be extended beyond the initial or subsequent tour of duty, or when advised that my return is required because of the DoD rotation policy, I agree to request return assignment by applying to exercise my return rights, or, if those rights have expired, by registration in the DoD Priority Placement Program (PPP). Further, I agree to accept the position offered from such application or registration that will fulfil my obligation to return from the foreign area. I understand that procedures for return placement through the DoD PPP are established in accordance with the DoD PPP Operations Manual and Air Force guidance which requires mandatory expansion of the PPP registration to include all DoD activities in the Continental United States (CONUS) after the initial 6-month registration period.

3. I understand that I have been granted return rights to my former position of _____ at GOODFELLOW AFB TEXAS. **MPCN:**

I understand that I must satisfactorily complete the required period of overseas service established for the area to which I am assigned. I understand that I must apply to exercise my return rights. To assure availability of return transportation at the time I desire to exercise my return rights, and to provide sufficient advance notice to the activity to which my return rights apply, I will notify my servicing CPF at least 6 months in advance of the date I wish to depart from the overseas area. Any early release from the period specified in my transportation agreement must be approved by the overseas activity. Unless terminated for a reason listed below, I understand my return rights expire

five years after my assignment overseas, unless an extension is granted. Return rights are terminated earlier for any of the following reasons:

- a. Resignation.
- b. Separation for cause.
- c. Assignment to any DoD activity in CONUS or Hawaii.
- d. Transfer to another DoD component position outside the Department of the Air Force (not identified in **Chapter 7**, paragraph **7.4.1.**).
- e. Transfer to any agency outside DoD.
- f. Failure to accept the position to which return rights applies.

4. If my former position does not exist when I exercise my return rights, I understand I will be returned to a vacant position at the same grade level or pay band equivalent as that to which I have return rights or to a position at the same grade level or pay band equivalent which has been established for 90 days. If I am returned to a position established for 90 days, I understand that I will be placed in a continuing position (for which I qualify), at that grade or pay band equivalent if a position becomes available during that period. Otherwise, my assignment rights beyond that 90-day period will be determined by reduction-in-force (RIF) procedures. I also understand that my return rights may be transferred to a different geographic area in the event the function to which my return rights apply is transferred, or if my former activity has been deactivated.

5. I understand and accept the conditions established in this agreement. I understand that failure to request and accept return assignment as I have agreed to do in paragraph 2 above may result in my involuntary separation from Air Force employment.

Date	Printed Name of Employee	Signature of Employee
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Date	Printed Name of CPO	Signature of Losing Civilian Personnel Office
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Date	Printed Name of CPO	Signature of Gaining Civilian Personnel Office
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