

Addendum - Regular Air Force (RegAF) or Reserve Retirees to Air Force Reserve (AFR) Indispensability Policy

Purpose: The AF is facing unprecedented challenges with retaining rated officers as well as certain career fields in the maintenance community in light of the increased demand by commercial airliners. It's anticipated that the airlines will be hiring several hundred pilots and maintainers each year which will exceed current AF production capacities across the spectrum. The AFR has felt the crunch in certain career fields within its full time support and part time communities and must use all available programs to mitigate the impact.

Discussion: As a result of the current and anticipated prolonged airline hiring crisis, the CAFR, with this addendum, will relax some of the current restrictions and limitations in the indispensability policy until such time as AFR manning is stable. The CAFR reserves the right to reinstate indispensability restrictions when our manning achieves the desired levels for sustainment. If necessary, the AFR may implement procedures to curtail tours for members accessed via the indispensability program upon reaching sustainment levels but will give members at least 12 months advance notice prior to terminating member's services unless force structure demands dictate otherwise.

The following indispensability policy restrictions are lifted for the 11X, 12X, 21X, 1AX and 2AX* career field:

1. 11X, 12X, 21X, 1AX and 2AX manning levels below 100% vice 80% will be eligible for indispensability however, applicants for AFSCs that are at 100% manning will be approved on a case-by-case basis.
2. For 11X, 12X, 21X, 1AX and 2AX AFSCs below 95%, no supporting documentation i.e., proof of advertisement, will be required as part of the package.
3. The 2-year contract limitation, reassignments, and annual review will be waived until desired manning levels are achieved. However, members may not serve beyond their HYT/MSD.
4. Until desired manning levels are achieved, members selected for promotion will not be required to submit a new indispensability request if moved to a vacant position based on local commander's or Career Field Managers management decisions.
5. The needs of the AFR will drive this addendum and any other policy relaxing the rules of indispensability.

Air Reserve Technician (ART) Positions: In addition to lifting policy restrictions, CAFR has also authorized the use of indispensability to fill vacant 11X, 12X, 21X, 1AX and 2AX ART positions. Applicants must meet all eligibility requirements for employment as a dual status technician and will be afforded the same entitlements as any other ART. It is not CAFR's intent to allow the indispensability policy to entice members to leave active duty to join the AFR therefore, unlike the

PALACE FRONT program, there must be a complete break in service from when a member retires and when they are assessed into the Selected Reserve. Furthermore, the AFR reserves the right to discontinue use of indispensability to allow retirees to apply for ART positions as well as curtail employment of selected retirees hired during this crisis. If a decision is made to curtail employment, members will be given sufficient notice or if it's in the AFR's best interest, members may be allowed to serve until their HYT/MSD. Members who are curtailed may be entitled to priority placement to compete for other Title 5 positions they may qualify for.

*Note: Other AFSCs may be added based on the needs of the AFR

**ADDENDUM - CONTRACT FOR REGAF OR ESERVE
RETIRED TO AIR FORCE RESERVE PROGRAM**

I, _____ (print full name), hereby acknowledge and agree to satisfactorily serve in the Selected Reserve. I have been counseled and given the opportunity to read and understand this commitment.

I hereby acknowledge and agree to the following:

1. That I am being accessed as an active duty or reserve retiree based on current manning challenges and agree to serve and satisfactorily participate in the Selected Reserve.
2. To complete a period of at least two consecutive years in the Selected Reserve beginning _____ and until such time as the Chief of Air Force Reserve (CAFR) deems that my services are no longer required.
3. To maintain Air Force standards, including compliance with the administrative regulations and directives issued by the Department of Defense and the United States Air Force relative to my obligations and participation as a member of the Selected Reserve. Such standards include, but are not limited to, participation and training requirements, and fitness standards.
4. If I fail to comply with such standards, I understand that I may be subject to adverse actions to include: demotion, recall to active service, separation, possibly under other than honorable conditions, and/or recoupment of monies expended by the Air Force, to include applicable interest if authorized under Title 10 U.S.C., Section 2006.
5. I do not presently have a firm, fixed, or sincere objection by reason of religious training and beliefs that would preclude my participation in war in any form or the bearing of firearms. I recognize that entering into this contract is inconsistent with such objections and beliefs. I have no present intent to seek release from any reserve commitment on this basis in the future and recognize that my sincerity and motives would be in serious question should I attempt to do so after substantial funds have been expended for my training and/or education.
6. Medical personnel only. Should I become unable to begin the period of reserve participation specified in this contract within ____ days from _____, or become unable to complete my Reserve Service Commitment, I agree to reimburse the United States for the Reserve Service Commitment-incurring event for monies expended by the Air Force, to include applicable interest if authorized under Title 10 U.S.C., Section 2005 (excludes UPT, UNT, etc.).
7. I understand that pregnancy, child birth, or custody of minor child, is not an automatic reason for separation. It is Air Force policy that reservists who have incurred reserve obligations, including RSC, for extensive sponsored education and training will not be released from their obligations solely on the basis of pregnancy, childbirth, or custody of a minor child.
8. I understand that a discharge in bankruptcy under Title 11, United States Code, will not release

me from my obligation to reimburse the United States as required under the terms of this contract if the final decree of discharge in bankruptcy is issued prior to five years after the last day from the period I have agreed to serve.

9. Only the commander of the Air Force Reserve (or designee) may excuse me from my obligation to serve on reserve duty for the period specified in this agreement.

10. The Commander, Air Force Reserve Command (or designee) may excuse me from my obligation to serve on Reserve duty for the period specified in this agreement when such authority deems release in the best interests of the Air Force. I acknowledge that excusal under this provision does not require my consent.

11. I understand that for Lt Cols and below, that I will be allowed to compete for promotion however, promotion selection alone does not entitle me to continue to serve. Retired Colonels will not be allowed to compete for the Reserve Brigadier General Qualification Board (RBGQB).

12. ART applicants must meet all eligibility requirements for employment as a dual status technician and will be afforded the same entitlements as any other ART. However, the AFR reserves the right to discontinue use of indispensability to allow retirees to apply for ART positions as well as curtail employment of retirees hired during this crisis. If a decision is made to curtail employment, a minimum 12 month notice will be given or if it's in the AFR's best interest, possibly allow members to serve until their MSD. Members who are curtailed, may be entitled to priority placement to compete for other Title 5 positions they qualify for.

13. Should any dispute arise over the terms or conditions of this contract, or if I hereafter seek discharge from military service or release from my reserve obligation, I acknowledge, and agree to exhaust my available administrative remedies prior to seeking judicial review. I will remain subject to reserve duty while exhausting administrative remedies.

14. I understand that this is the entire contract between the United States Air Force Reserve and myself. I further acknowledge that there are no oral or other agreements, understandings, or representations affecting the contract or relating to my military service, except as specifically provided herein.

Name of Applicant (type or print) Signature of Applicant

Applicant's Social Security Number Date