


MEMORANDUM OF UNDERSTANDING
BETWEEN
THE U.S. DEPARTMENT OF LABOR
AND THE
NATIONAL COUNCIL OF FIELD LABOR LOCALS, AFGE, AFL-CIO

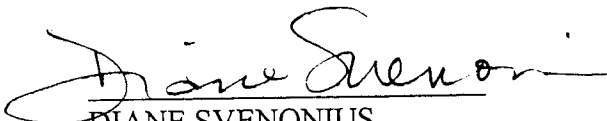
This supplemental agreement concerns the consolidation of six Office of Worker's Compensation Program regional offices into three regional offices: Chicago/Kansas City, Dallas/Denver, and San Francisco/Seattle. This agreement is entered into between the Department of Labor (DOL), and the National Council of Field Labor Locals (NCFL) in accordance with Article 53, Section 1 of the DOJ.-NCFL Agreement.

1. For purposes of labor-management relations, the parties will continue their existing structure and tradition of cooperation. Management and the Union will seek to maintain a cooperative relationship where possible by each designating individuals to work in tandem on matters of mutual concern.
2. Management acknowledges that there is no intent connected to these consolidations to alter staffing levels in any of the current regions, nor will downgrades or involuntary moves for bargaining unit employees be occasioned by the consolidations.
3. The various notices and sharing of information required by the current DOL-NCFL Collective Bargaining Agreement will go to all of the current RCBCs when OWCP bargaining unit employees in the respective jurisdictions are affected.
4. The Regional Labor-Management Relations meetings will continue as in the past with issues affecting OWCP bargaining unit employees being handled by their respective RCBCs. Normally, these meetings will be held with the Regional Director or an official empowered to act on his or her behalf.
5. In any negotiations regarding matters affecting employees in both (present) RCBC jurisdictions, there will be a joint session. The number of Union representatives on official time and travel at those sessions will not exceed the number of management officials designated as representing the Agency for such purposes.
6. The Step 2 Official for grievances will be the appropriate Regional Director. Per the CBA, Step 2 grievance discussions will be face to face unless mutually agreed to do otherwise.

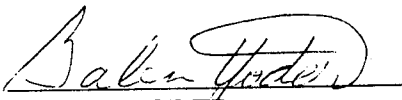
7. Management will maintain the status quo with respect to Pay Deciding Units for the six affected pre-consolidation regions.
8. Management will maintain the status quo with respect to RIF competitive areas for the six affected pre-consolidation regions.
9. Management will notify the Union if it decides to change OASAM's service arrangements with the consolidated regions.
10. OWCP employees who are invited to participate in DOL awards ceremonies will be permitted to attend such ceremonies in their existing (pre-consolidation) regional city, if such ceremonies are held.

FOR THE DEPARTMENT:


 SHELBY HALLMARK
 Director, OWCP

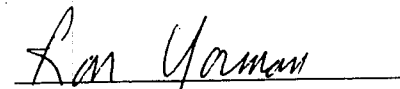

 DIANE SVENONIUS
 Deputy Director, OWCP

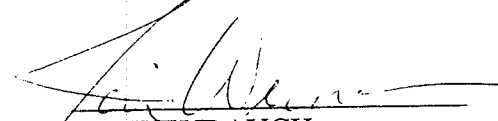

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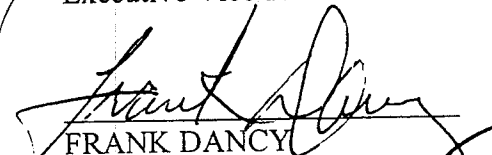

 GALEN YODER

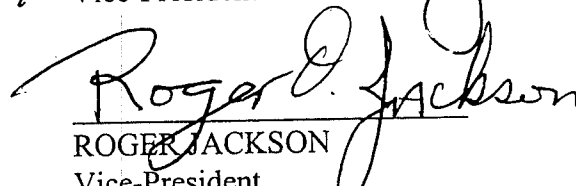

 CLARK FORKEL

FOR THE NCFL:


 RON YARMAN
 President


 JIM WEYRAUCH
 Executive Vice-President


 FRANK DANCY
 Vice-President


 ROGER JACKSON
 Vice-President


 BILL HENSON
 Vice-President

10-24-01
 DATE