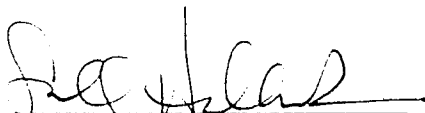


MEMORANDUM OF UNDERSTANDING  
BETWEEN  
THE U.S. DEPARTMENT OF LABOR  
AND THE  
NATIONAL COUNCIL OF FIELD LABOR LOCALS, AFGE, AFL-CIO

This supplemental agreement, concerning the EEOIC organization, 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 DOL-NCFL Agreement.

1. For purposes of labor-management relations, the parties will extend the existing OWCP 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. The Step 2 official under the negotiated grievance procedure will be the Regional Director for all field bargaining unit EEOIC employees, including employees in the Final Adjudication Branch units.
3. Per Article 23(B), notice will be provided to the appropriate RCBC concerning pending space additions/design for the EEOIC district offices.
4. The Union agrees to work cooperatively with management in assuring that furniture in the "permanent" space meets ergonomic design criteria in accordance with Article 34, Section 8.A.
5. Management agrees that it will reevaluate the EEOIC district office position structure one year following the adoption of this MOU.

FOR THE DEPARTMENT:



SHELBY HALLMARK  
Director, OWCP

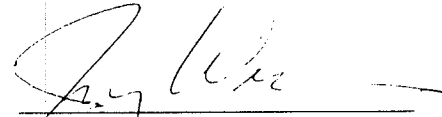


DIANE SVENONIUS  
Deputy Director, OWCP

FOR THE NCFL:




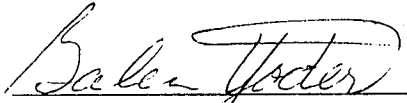
RON YARMAN  
President

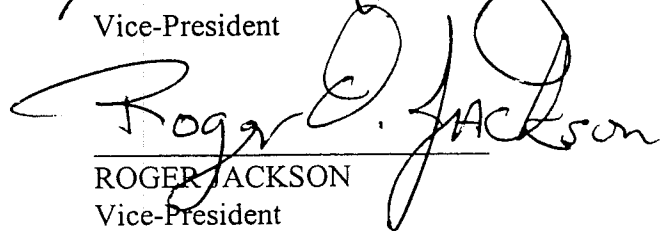


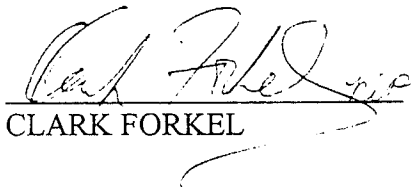
JIM WEYRAUCH  
Executive Vice-President

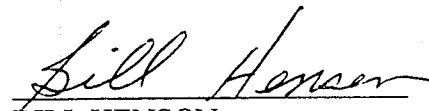
  
LINDA SUE INGRAM

  
FRANK DANCY  
Vice-President

  
GALEN YODER

  
ROGER JACKSON  
Vice-President

  
CLARK FORKEL

  
BILL HENSON  
Vice-President

10-24-01  
DATE