

MEMORANDUM OF UNDERSTANDING
BETWEEN
THE U. S. DEPARTMENT OF LABOR (DOL)
AND THE
NATIONAL COUNCIL OF FIELD LABOR LOCALS (NCFLL)

I. Introduction: This Memorandum of Understanding is between the Department of Labor (DOL) and the National Council of Field Labor Locals (NCFLL) and applies to the reorganization of the Accident Reduction Program (ARP) and the Approval and Certification Center (A&CC) within the Technical Support Program area. These employees are located at Triadelphia, West Virginia and will be serviced by the OASAM Philadelphia Region Human Resources Office (HRO), Philadelphia, Pennsylvania.

II. Agreement:

1. The Regional Collective Bargaining Committee (RCBC) and the NCFLL bargaining team members to this MOU will be notified of the bargaining unit status of the newly formed GS-13 and GS-13/14 Team Leader positions and provided with a copy of the position descriptions.
2. The Divisions affected by the reorganization will be configured as shown on the attached drawings as follows:
 - Applied Engineering Division (formerly ARP) - Building 1, floor 1.
 - Quality Assurance & Material Testing Division - Building 2, floor 1 and Building 1, Room 212C.
 - Mechanical and Engineering Safety Division - Building 2, floor 2.
3. The parties recognize that space moves and issues will be handled in accordance with Article 23. Assignment of vacant office space will be decided by agency seniority. It is anticipated that all space moves and filling of vacant positions associated with the reorganization shall be completed by August 30, 2003. The local NCFLL Representative will be kept apprised of the status of filling the vacant positions.
4. It is management's intent that bargaining unit employees retain their current office equipment (such as blackboards, file cabinets and desks) when relocating to other offices as a result of the reorganization.
5. Step 1 grievances concerning Performance Evaluations shall be filed with the individual who signs the form as the rating official. The parties recognize that in accordance with Article 15, Section 7.A.2. and 7.B.2, the


Division Chief and Center Chief are the Step 1 and Step 2 officials respectively.

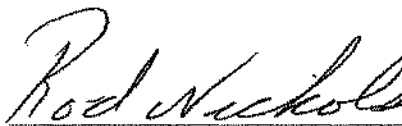
6. In selecting employees for purposes of cross-training, management will give first consideration to those bargaining unit employees who volunteer.
7. In accordance with DPR 430, Appendix B, interim summary ratings will be prepared for those bargaining unit employees who are assigned to a new supervisor as a result of the reorganization provided they have served under the performance standards for a minimum of 90 calendar days.
8. The newly structured Approval and Certification Center will be considered one Pay Deciding Unit (PDU).
9. Management will notify the RCBC, the NCFLL bargaining team members to this MOU, and the effected employees on the date personnel records are transferred from the Arlington National Office to OASAM in Philadelphia and the effective date for Philadelphia OASAM to assume responsibility as the servicing Human Resources Office.
10. In accordance with Article 17, Section 1.C, management recognizes that bargaining unit employees are not required to use their Privately Owned Vehicles (POVs) to travel between buildings. Management also recognizes its responsibility to provide employees with a means to travel between buildings.
11. All affected bargaining unit employees will be provided a copy of this Memorandum of Understanding.


FOR THE DEPARTMENT:

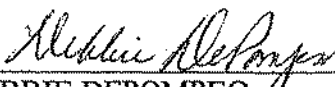
FOR THE NCFLL:

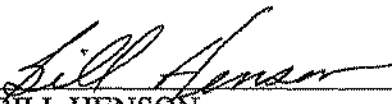

DENISE MARSHALL
Program Management Analyst



JAMES WEYRAUCH
Executive Vice-President


ROD NICHOLS
Chief, Administrative Services


HUGH SMITH
Vice-President


DEBBIE DEPOMPEO
Labor Relations Officer


BILL HENSON
Vice-President


LUCY BUZZONE
Labor Relations Specialist


ROBERT JOHNEN
NCFLR Representative

Approved:

Ratified:

SANDRA KEPPLEY
Director, Labor-Management
Relations Center


RON YARMAN
President, NCFLR

March 5, 2003
Date