

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

I. Introduction:

This is a Memorandum of Understanding (MOU) entered into between the U. S. Department of Labor (DOL) and the National Council of Field Labor Locals (NCFL), AFGE, AFL-CIO, in accordance with the applicable provision of the master DOL-NCFL Agreement.

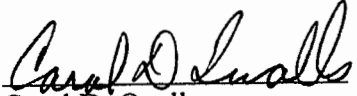
II. Subject:

This MOU concerns the impact and implementation of the OPA employees as agreed to in the settlement of the unfair labor practice charge: WA-CA-03-0266 (ULP-OASAM-00-03-018) – (Employee(s) = 3

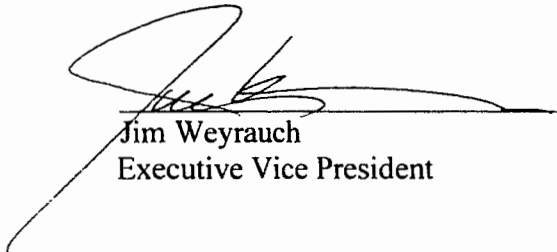
III. Terms of Agreement:

1. Management agrees that the pay and grade level of the employees in question will not be affected.
2. Employees will be rated on their performance in accordance with Article 43, Section 1. (See Attached DPR 430, Appendix B – Appraisal of Performance)
3. Employees will be trained as needed to perform the work of the position to which they are assigned.
4. Management agrees to comply with the provisions of Article 20 – Merit Staffing.
5. Management agrees that employee years of service in OPA will be included for seniority purposes when applying Article 36, Section 3 of the CBA
6. Employees will be provided a copy of this MOU

FOR THE DEPARTMENT


Carol D. Qualls
Supervisory Human Resources
Specialist

FOR THE NCFL


Jim Weyrauch
Executive Vice President

Helen Williams

Helen Williams
NCFL Representative

Sigmund Kozierachi

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RCBC Chair Philadelphia

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9/24/03
Date