

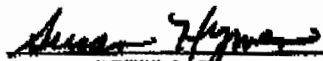
**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE U.S. DEPARTMENT OF LABOR (DOL)
AND THE
NATIONAL COUNCIL OF FIELD LABOR LOCALS (NCFL)**

This Memorandum of Understanding (MOU) is entered into between the U.S. Department of Labor (DOL) and the National Council of Field Labor Locals (NCFL), AFGE, AFL-CIO. The Wage & Hour Division (W&H) of the Employment Standards Administration has instructed the Department's "Call Center," as part of its standard operating procedure, to notify (by e-mail) the W&H National Office after three unsuccessful attempts to reach a specific W&H District Office.

1. Management acknowledges that this procedure is not being used as a performance measurement tool nor as a basis for conduct based actions for bargaining unit employees.
2. In the event that W&H decides to use this procedure as a performance measurement tool or as a basis for conduct based actions the NCFL will be notified in accordance with the parties CBA.

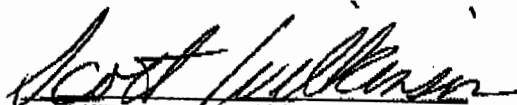
The parties enter into this settlement agreement without any admissions. This settlement in no way creates or establishes precedent in any other matters of like or similar nature.

FOR THE DEPARTMENT




SUSAN HYMAN

FOR THE NCFL



SCOTT WILKINSON


DATE