

**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 provisions of the master DOL-NCFL Agreement.

**II. Subject:**

This MOU concerns the agreement between DOL and the NCFL to jointly pursue a Voluntary Protection Program (VPP) Initiative for select DOL field sites. The purpose of the VPP Initiative is to establish a model program to improve safety and health in the work environment through the cooperative efforts of management, the union and employees.

**III. Terms of the Agreement:**

1. The Department of labor Voluntary Protection Program (VPP) Initiative is intended to establish a cooperative relationship between DOL and the NCFL whereby:
  - DOL agrees to operate a highly effective safety and health program at select worksites that meets a set of VPP criteria established by the Occupational Safety and Health Administration (OSHA) with the intention of achieving full VPP status for those sites.
  - NCFL agrees to vigorously support the DOL VPP Initiative at these select sites and to work cooperatively with DOL in pursuing full VPP status at them.
  - Both parties agree to work cooperatively with OSHA and follow its procedures to verify and periodically confirm that the operation of the DOL safety and health program at those select worksites meets the VPP criteria.
  
2. The VPP Initiative will be administered at the select worksites in such a manner as to ensure that safe and healthful working conditions for all employees are maintained; to fully involve management, the union and the employees in the safety and health program; to be cost effective and manageable; and to obtain valid performance data that will provide for meaningful review and enhancement of the program.

3. Phase I of the VPP Initiative will include the following worksites that were selected based on such factors as their potential for achieving a successful VPP program, the quality of the current safety and health programs, an analysis of the trends in safety and health issues and the parties demonstrated ability to work together on safety and health matters.
  - All DOL agencies, City Center Square Building, Kansas City, MO
  - OSHA Office of Training and Education, Arlington Heights, IL\
  - MSHA Training Institute, Beckley, WV
  - OSHA One or more Area Offices in Region V to be mutually designated.
  - MSHA One or more District Offices to be mutually designated.
4. The parties will address the addition and timing of future worksites to the VPP Initiative, as appropriate, based on their experience with Phase I.
5. The Department will conduct an on-going review of this initiative with full input from the NCFL. Evaluations by DOL and/or OSHA will be fully shared with the NCFL. Determinants of success at each selected site will include the following:
  - Achieving and maintaining VPP status
  - Maintaining effective on-site union/management cooperation
  - Trends analysis of safety and health issues.

Decisions about maintaining VPP status at each specific site will be by mutual agreement and according to established OSHA VPP procedures.

6. The VPP Initiative will begin upon the signing of the MOU. This Agreement shall remain in effect for yearly periods thereafter unless either party serves the other party by written notice of the desire to terminate or modify it. Such notification will occur no more than 90 days and no less than 60 days prior to the scheduled termination date (the annual anniversary date of the signing of this MOU).

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February 26, 2004  
DATE