

**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.

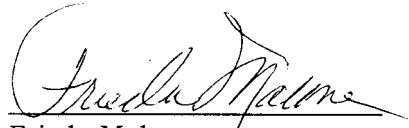
II. Subject:

This MOU concerns the impact and implementation of the GASP program as it relates to NCFL bargaining unit employees. Management has exercised its right to install the GASP program in order to comply with Federal mandates. This management initiative will trigger audits of OSHA computers. The National Council of Field Labor Locals (NCFL) has the right to bargain the procedures and appropriate arrangements under which the GASP program is implemented. The NCFL has exercised its right on behalf of the bargaining unit to the fullest extent possible.

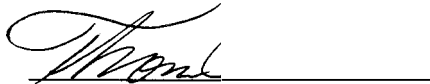
1. OSHA will maintain an acceptable use software list which includes the OSHA image. Staff may use this software with appropriate license and management approval. This list will be accessible through the OSHA Intranet - Help Desk Page. In addition, the list, effective on the date this Memorandum of Understanding is signed, will be made an addendum to this agreement. All software not listed are by definition prohibited.
2. Employees will be informed of the installation of GASP software and the implementation and function of the GASP program. This information will be provided as an addendum to this Memorandum of Understanding within 30 days of signing and prior to implementation.
3. An all employee e-mail will be sent out each year reminding employees of management's responsibility to audit OSHA's personal computers to ensure compliance with Federal mandates. The e-mail will contain a web link to the approved list of software.
4. Implementation of the GASP program as envisioned does not change the current OSHA acceptable use policy. Any future changes will be shared with the NCFL pursuant to applicable statutory and/or contractual obligations.
5. The Department will disseminate this MOU to all OSHA bargaining unit employees, along with the above referenced addenda, within thirty days of signing. This will constitute employee notification pursuant to paragraph 3 above for Calendar Year 2004.

FOR THE DEPARTMENT


Cheryl Eenaugh, OSHA Director
Director of Information Technology

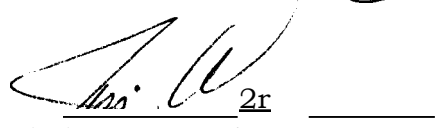

Frieda Malone
OSHA Human Resources

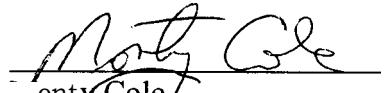

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May 6, 2004
Date