

**SETTLEMENT AGREEMENT BETWEEN  
U.S. DEPARTMENT OF LABOR  
AND  
NATIONAL COUNCIL OF FIELD LABOR LOCALS**

**RE: GR-OASAM-10-05-189**

This settlement agreement pertains to the Department of Labor meeting training requirements for NCFLL representatives as specified by MOU dated July 30, 2004.

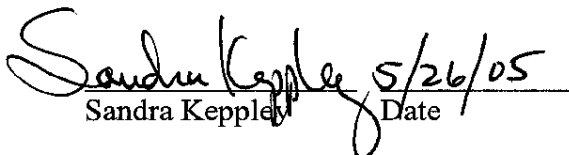
The parties agree to the following to resolve this grievance.

1. The following three on-line training components provide a satisfactory basis to meet the basic training content expectations of the MOU.
  - Sixteen minute office safety inspection on-line video developed by OASAM Office of Safety and Health
  - On-line OSHA Collateral Duty Course. (All portions of this course are not necessary applicable to all NCFLL representatives)
  - Enhanced version of on-line power point presentation –DOL’s Safety and Health Program Orientation.
2. The Department will ensure that all three components are effectively accessible to all field locations by COB July 8, 2005.
3. The Department will provide the NCFLL with updates on its progress in implementing the on-line training. This will include a detailed briefing to the NCFLL Executive Board during the next LMR quarterly the week of July 18, 2005.
4. Subsequent to the briefing described above and no later than COB July 29, 2005, the Department will electronically distribute to all NCFLL regional safety and health committee members and all NCFLL stewards identified in RegionNet the means to access all three on-line training components. This distribution will provide:

- a clear explanation of the overall and specific training objectives of the three components,
  - information on how best to access each of them,
  - how the participants may identify to the Department their completion of each of the three components, and
5. To assist the Department in this distribution the NCFLL commits to the following:
- It will request that each of its component locals provide current listings of all of their stewards to the OASAM regions by no later than COB July 8, 2005 for the purpose of OASAM updating its RegionNet NCFLL stewards listings.
  - It will supplement the Department's distribution in #4 above by requesting that each of its component locals independently supply the training information to all its stewards and other safety and health representatives.
  - The NCFLL will independently monitor how well the training components are being distributed.
6. The Department will provide a follow-up briefing to the NCFLL during the October 2005 LMR quarterly. At this briefing the parties will discuss ways in which to make this training approach more effective.
7. The parties mutually agree, where appropriate and necessary, alternative forms of training may be appropriate.
8. Nothing in this agreement precludes the NCFLL from filing subsequent grievances over safety and health training provided by the Department to its representatives.

FOR THE DEPARTMENT:

FOR THE NCFLL:

 5/26/05  
 Sandra Keppley Date

 5/26/05  
 Roger Jackson Date