

**Memorandum of Understanding  
Between The  
U.S. Department of Labor  
And the  
National Council of Field Labor Locals**

**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.

**Agreement**

This agreement concerns the impact and implementation of iFECS (integrated Federal Employees Compensation System) (SWU-ESA-00-03-101) in the Office of Workers' Compensation Programs, Division of Federal Employees' Compensation. The parties agree to the following:

- 1.) In each FECA office, the union-management Safety and Health committee formed under the OASIS Memorandum of Understanding shall meet monthly, more often as necessary and will:
  - a.) Investigate safety and health concerns identified by staff, including ergonomic issues as provided for in the National Agreement, Article 34, Section 8;
  - b.) Track ergonomic-related best practices, disseminate findings and encourage use;
  - c.) Review regional injury data to identify safety problems;
  - d.) Receive, track and disseminate information about reported problems and solutions;
  - e.) Research solutions to situations which are difficult to resolve.

It is understood that safety and health problems identified by employees are initially and immediately brought to the supervisor's attention and if the supervisor cannot resolve the problem promptly, it is brought to the attention of the next level of management.

Management will advise the committee before each scheduled meeting of any safety and health problems identified by employees and supervisors and whether they have been resolved, paying due regard to employees' privacy and the protection of Privacy Act records such as CA-1 and CA-2.

2.) Regional management, in consultation with the union-management Safety and Health Committee referenced in item #1, will offer an annual qualified ergonomic assessment of each employee's workstation that will include vision preservation. Management will notify bargaining unit employees of these assessments. Bargaining unit employees will notify management if they elect to participate in the assessment. Modifications to work stations will be done promptly to the extent possible and appropriate, and compatible with the ESA system.

3.) Management will continue to provide protective equipment to the extent possible and appropriate, and compatible with the ESA system, upon the request of employees provided that the items are reasonably available, generally considered to be effective and related to the work being performed by the employee.

4.) By October 15th of each year, contingent on availability of the data from DITMS, management will provide a report to the NCFLL which shows iFECS downtime for the preceding fiscal year. Management will continue to review the speeds associated with iFECS, will address problems within budget constraints and provide a report on this to the NCFLL at each national LMR meeting.

5.) In conducting performance evaluations, management will take into consideration changes in productivity due to iFECS technological limitations, system changes and downtime.

6.) At each national LMR meeting, management will provide a report to the NCFLL on plans to remedy deficiencies in iFECS.


7.) Management and the NCFLL agree that the Online Query System ("The Tree Reports") is a vital part of work load management. Management agrees to attach the highest priority to making appropriate reports available to bargaining unit employees. Management agrees to provide a report of the status of the Online Query System at every national LMR meeting.


8.) Management agrees to update the How To system. Management will use site manager team(s) to expedite the updating of the How To. In the interim, each District Office will provide hands on training on an as needed basis.

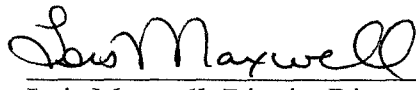
9.) Management agrees to promote the website address of the on-line training component developed by the Jacksonville FECA office, and will promote similar sites in other districts, acknowledging that processes may vary from office to office.

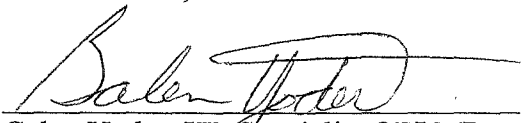
10.) OWCP will copy the NCFLL when new iFECS releases are transmitted to the OWCP Regional Directors. The NCFLL reserves its right to request bargaining on changes, if appropriate.

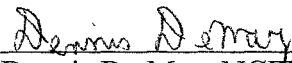
11.) This MOU will be distributed to all affected bargaining unit employees.

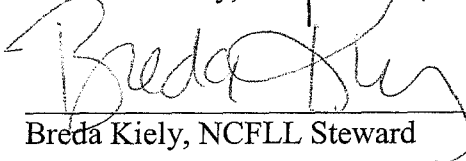
  
Michael Niss, Acting Deputy Director

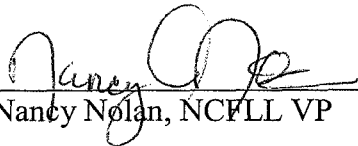
  
Edward Duncan, Deputy Director FECA

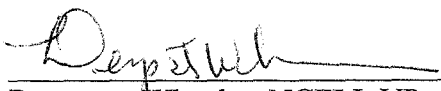
  
Lois Maxwell, District Director FECA

  
Galen Yoder, HR Specialist OELMR

  
Dennis De May, NCFLR VP

  
Breda Kiely, NCFLR Steward

  
Nancy Nolan, NCFLR VP

  
Dempster Wheeler, NCFLR VP

December 8, 2009  
December 8, 2005