

**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 the November 14, 2005 notification to the NCFL regarding the issuance of laptop computers to OFCCP bargaining unit employees. This MOU will cover all OFCCP field employees represented by the NCFL.

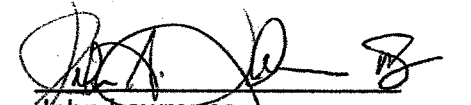
1. In compliance with Article 34, Section 8 of the DOL-NCFL Agreement, OFCCP will provide information on ergonomic safety and hazards prevention activities and steps.
2. OFCCP bargaining unit employees, or their designated union representative, will utilize Article 34 of the DOL-NCFL Agreement to address ergonomic concerns arising from the use of a laptop computer.
3. Protective equipment and assistive technologies requested by employees will be provided, as determined to be appropriate by management, in accordance with the DLMS 9-Chapter 600.
4. OFCCP will annually provide all bargaining unit employees and NCFL with information on its intent and plans relative to Information Technology, with periodic updates as appropriate and beginning with the current fiscal year. The NCFL reserves its right to request bargaining on changes which impact on the working conditions of bargaining unit employees, in accordance with the Federal Service Labor-Management Relations Statute and the DOL-NCFL Master Agreement.
5. In conducting performance evaluations, management will take into consideration any reduction in productivity due to changes in work processes and downtime caused by the implementation of new technology and equipment.
6. All available laptops, monitors, port bars and adapters will be distributed to bargaining unit employees by February 28, 2006.
7. OFCCP will make every effort to provide all bargaining unit employees with an operable computer.
8. The use of laptop computers and related equipment will be governed by Departmental regulations.

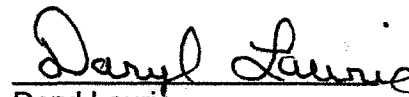
9. OFCCP will continue to provide instructions and appropriate media to bargaining unit employees concerning the transfer of data from one computer to another. Employees needing additional assistance can contact the ESA Help Desk.

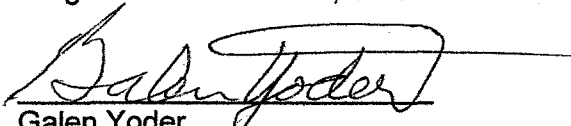
10. This MOU will be distributed to all affected bargaining unit employees.

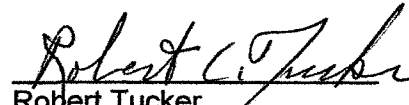

Patsy Blackshear, Ph.D.
Director of Program Operations
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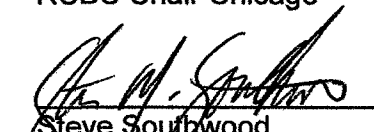

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Dated this 9th day of February 2006