

**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 (NCFLL), AFGE, AFL-CIO, in accordance with the applicable provisions of the master DOL-NCFLL Agreement.

Agreement

This agreement concerns the impact and implementation of the credit worthiness assessment that is being implemented by the Department of Labor. The parties agree to the following:

- 1.) Existing DOL travel charge cardholders, whose travel charge card accounts are in good standing, are not subject to the requirements of the credit worthiness assessment.
- 2.) Federal employees, who transfer from another Federal agency with travel charge card accounts in good standing, from the same credit card issuer (i.e., Citibank), will not be subject to the credit worthiness requirements.
- 3.) When a reinstatement is requested by the employee, whose account has been cancelled, an assessment will be performed within 30 days.
- 4.) In cases when an employee's credit limit does not sufficiently cover the anticipated travel expenses due to restrictions placed on the travel charge card as a result of a score of less than 660, Agencies will provide these employees with alternative means of funding travel expenses.
- 5) Bargaining unit employees who are subject to the credit worthiness assessment and have a credit score of less than 660 will be eligible for a travel charge card restricted only by a credit limit of not less than \$3,000.00.
- 6.) All credit scores obtained on behalf of a bargaining unit employee will be accessed by the Agency/Organization Program Coordinator (AOPC) online through the Equifax ePORT website, an online database of individual credit scores. Therefore, the Department will not keep records of credit scores or credit reports. The full credit report will be masked and not displayed to the AOPC. All information pertaining to the travel charge credit applicants will be kept confidential pursuant to the Privacy Act. All

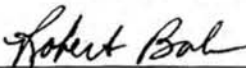
bargaining unit employees who undergo a credit worthiness assessment will be provided the toll free number to contact Equifax to obtain their credit score.

7) The Department's AOPCs will conduct the credit worthiness assessments. However, the credit scores will be provided by a non-governmental entity (i.e., Equifax).

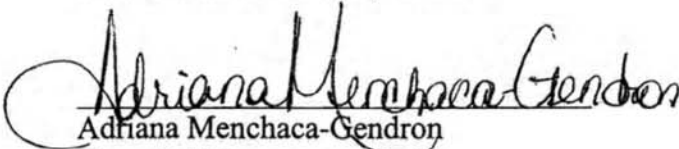
8.) The NCFLL will be notified of any proposed changes to credit worthiness and reserves the right to request bargaining, if appropriate.

9) The MOU will be distributed by DOL to all bargaining unit employees, via e-mail or hard copy. At the same time the Department will distribute contact information for the AOPC in the same communication.

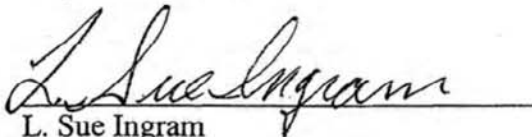
FOR THE DEPARTMENT



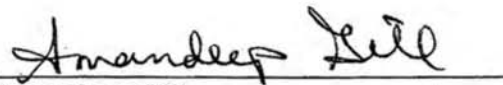
Robert Balin
Administrative Officer, OFCO



Adriana Menchaca-Gendron
Financial Management,
Specialist, OCFO

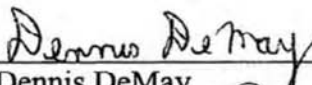


L. Sue Ingram
Human Resources Specialist,
OELMR

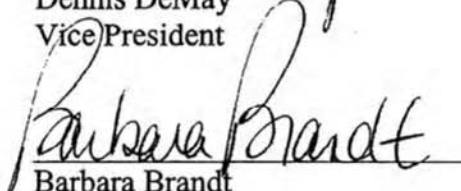


Amandeep Gill
Human Resources Specialist,
OELMR


FOR THE NCFLL



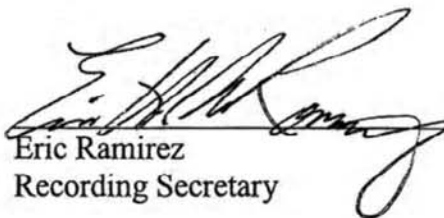
Dennis DeMay
Vice President



Barbara Brandt
Vice President



Bill Henson
Vice President



Eric Ramirez
Recording Secretary

3/23/06
Date