

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE
U. S. DEPARTMENT OF LABOR
AND THE
NATIONAL COUNCIL OF FIELD LABOR LOCALS**

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

II. SUBJECT

This MOU concerns the Department's changes to the Departmental Personnel Regulations (DPR) Parts 550 and 551. Nothing in this MOU shall concern the accrual or use of compensatory time for travel.

III. BACKGROUND

The changes in DPR 550 and 551 were necessitated by the implementation of government-wide OPM regulations in 5 CFR Parts 550 and 551, issued on March 15, 2007.

IV. TERMS OF AGREEMENT

1. Bargaining unit employees will receive a general notice of the changes in DPR 550 and 551 no later than October 1, 2007.
2. Bargaining unit employees who have a compensatory time balance through September 1, 2007 will receive a specific notice regarding their earned compensatory time and the dates by which it must be used.
3. The Department will issue a semi-annual calendar year notice to employees concerning the DPR 550 and 551 provisions on the earning and use of compensatory time. Supervisors and employees will discuss and schedule compensatory leave, if a compensatory time balance exists at that time.
4. The Department will provide the NCFLL with an initial list of the names and titles of authorized officials designated under 5 CFR 550.114(e) as of the signing of this memorandum.

5. The Department will provide the NCFLL an initial list of any bargaining unit employees whose compensatory time leave was restored after July 1, 2007.
6. The Department will provide access to the compensatory time balance records to employees and their supervisors to include compensatory time earned, and the effective expiration dates thereof. It will be the joint responsibility of both employees and supervisors to manage compensatory time usage.
7. The parties agree that employees and supervisors will jointly manage compensatory time balances in a manner which prevents forfeiture. If an employee forfeits compensatory time they will be provided a written explanation of why forfeiture is not due to the exigency of service. The cases of all bargaining unit employees who are prevented from taking compensatory time off to which they are entitled within the regulatory timeframes established in 5 CFR 550 and 551 will be considered under the exigency allowance in DPR 550 6.b.1.(a) & (b).

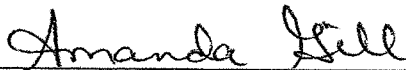
V. COMMUNICATION AND DISTRIBUTION

The Department will distribute a copy of this memorandum to NCFLL bargaining unit employees via email and post a copy RegionNet by October 1, 2007.

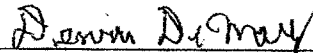
VI. STATUS OF AGREEMENT

This MOU concerning the Department's changes to the Departmental Personal Regulations (DPR) Parts 550 and 551. DPR 550 and DPR 551 will go into effect upon signature by the designated representative of each party.

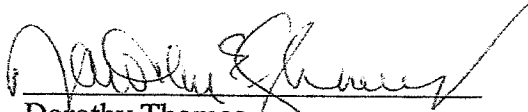
Signed this 13th day of September, 2007



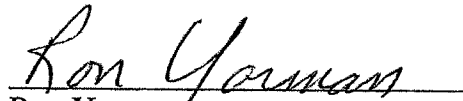
Amanda Gill
Human Resources Specialist, OELMR



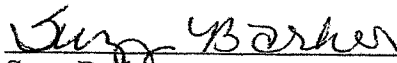
Dennis DeMay
NCFLC Vice-President



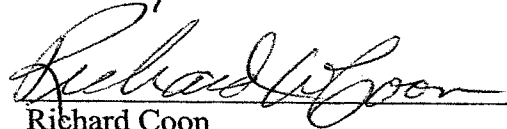
Dorothy Thomas
Human Resources Specialist, OELMR



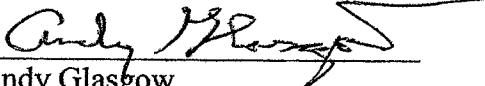
Ron Yarman
NCFLC President



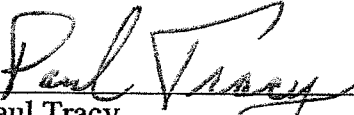
Suzy Barker
Director, OHRPA



Richard Coon
NCFLC Vice-President



Andy Glasgow
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Paul Tracy
NCFLC Recording Secretary