

**MEMORANDUM OF UNDERSTANDING
BETWEEN
U.S. DEPARTMENT OF LABOR
AND
NATIONAL COUNCIL OF FIELD LABOR LOCALS (NCFL)
AFGE, AFL-CIO**

INTRODUCTION

This Memorandum of Understanding (MOU) is entered into between the U.S. Department of Labor (DOL) and the National Council of Field Labor Locals (NCFL) in accordance with the applicable statutory provisions and the master DOL-NCFL Agreement.

SUBJECT

This MOU addresses the use of the Office of the Solicitor (SOL) automated Time Distribution System (TDS) in bargaining unit employees' performance appraisals. Those BU employees required to use TDS are paralegals.

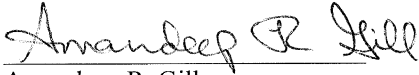
BACKGROUND

The TDS is a computer software program that records the time spent by paralegals in SOL on particular matters or types of activities as specified by categories in the TDS. Time shall be recorded in increments of 15-minute intervals. The TDS is not a time-keeping tool for pay purposes and the time recorded in TD may be distinctly dissimilar from the time reported in PeopleTime.

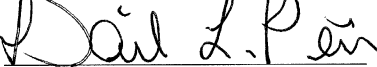
TERMS OF AGREEMENT

1. If TDS data is relevant to performance appraisals, it may be cited where appropriate to support a supervisor's evaluation of an employee's performance.
2. If a performance standard is based solely on TDS data, the standard will indicate the performance level which will meet or satisfy the requirements at the "meets" level for an element. Upon the employee's request, the supervisor will inform the employee orally on what is expected to exceed the standard.
3. Any use of TDS data in performance appraisals shall take into account the amount of work assigned to the employee.

FOR THE DEPARTMENT


Amandeep R. Gill
HR Specialist, OASAM

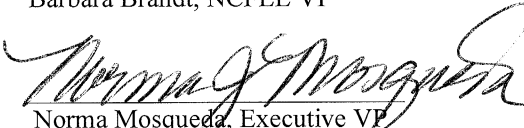
FOR SOL


David L. Peña
Attorney, SOL (MALS)

FOR THE NCFL


Robert Tucker, NCFL VP


Barbara Brandt, NCFL VP


Norma Mosqueda, Executive VP
Local 2391

November 15, 2007
Date