

Memorandum of Understanding

As a result of notification of two interagency details to the FAA, the Employer and the bargaining unit (non-professional) in the USGS Eastern Region Geography, represented by AFGE Local 1309 (the Union), enter into the following agreement.

This Memorandum of Understanding applies to bargaining unit Employees assigned to duties at the FAA on a temporary basis, based on FAA's request for support in filling two to three positions to complete USGS printing. The MOU constitutes the entire understanding of the aforementioned parties regarding the interagency details.

Accordingly, it is understood and agreed that:

1. The Employer will first solicit and consider volunteers from among all qualified employees.
2. In selecting employees for the details to FAA, the Employer will, to the extent possible, take into consideration personal hardship cases (e.g., child care, length of commute, personal illness, illness in family, etc.)
3. Details to FAA will not be used to improperly retaliate against an employee for exercising any rights under the Federal Sector Labor Management Statute, whistleblower, union grievance, or EEO complaint process.
4. As an appropriate arrangement, employees will be given 20 calendar days advance notice of the detail in order to make necessary personal arrangements.
5. As an appropriate arrangement, employees may be granted up to four hours of administrative leave and a reasonable amount of official time for use of government phones and computers to research and secure child and elder care services.
6. The Employer agrees to make the services of its Employee Assistance Program available to the detailed employees and to their families, before, during and after the details.
7. As is our policy, employees will be considered for monetary and/or non-monetary awards for outstanding performance of assigned duties (including details at FAA).
8. The Employer will assist detailed employees in filing for transportation subsidies with DOI and will expedite the process as much as possible.

9. The detailed employees will be assigned to the day shift at FAA, unless they specifically request otherwise. Detailed employees will not rotate shifts.
10. The Employer agrees to provide training, as appropriate, at the end of the FAA details. The training, to include details, shall be related to the employee's assigned duties or may be related to available on-going work (for which the employee is qualified to perform) in ERG where training is determined necessary.

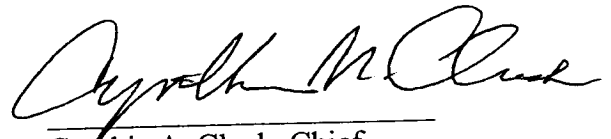
Agreed to this 27th day of February, 2004.

For the Union:



Lisbeth A. Chandler, President
AFGE, Local 1309

For the Employer:



Cynthia A. Cluck, Chief
Information Services Team