

MEMORANDUM OF UNDERSTANDING

As a result of a realignment of the organization by the U. S. Geological Survey (“USGS” or “the Employer”), the Reston Library Services, formerly in the Geologic Discipline (GD) now reports to the Geographic Information Office (GIO).

This Memorandum of Understanding applies to bargaining unit employees covered by Article 1 of the collective bargaining agreement between the USGS Reston Library and AFGE Local 1309. This MOU constitutes the entire understanding of the aforementioned parties regarding this realignment.

The parties agree to the following:

1. Management will comply with all applicable laws, rules and regulations and the negotiated agreement, Article 37 covering these employees. Should management find it necessary to conduct a reduction-in force, eligible employees who are separated will be given priority consideration in filling vacancies, before such vacancies are filled.
2. U. S. Geological Survey will replace the phrase “Geologic Discipline (formerly Geologic Division) in Article 37, paragraph (4)(3) of the collective bargaining agreement. Henceforth all references to Geologic Discipline, Reston Library will be understood to mean “Geographic Information Office, Reston Virginia.
3. The parties agree to explore avenues for career advancement and accuracy of Position descriptions through its Labor Management Relations Council.
4. The Employer has informed the union that they expect no change in funding levels for training, fitness programs, conferences, publications and awards as a result of this realignment. In the event management later changes funding levels as a result of this realignment, the Employer agrees to notify the union and bargain if requested, as appropriate.
5. Personnel actions to move employees into the Geographic Information Office for effected employees will be effective March 9, 2003.

FOR THE EMPLOYER

Nancy Blair
Chief, Librarian
Reston, Virginia

FOR THE UNION

Lisbeth Chandler
President, AFGE Local 1309