

MEMORANDUM OF UNDERSTANDING

between

INTERNATIONAL FEDERATION OF PROFESSIONAL AND TECHNICAL ENGINEERS
(IFPTE), LOCAL 94

and

DEPARTMENT OF ENERGY, IDAHO OPERATIONS OFFICE

1. This Memorandum of Understanding (MOU) is entered into by the Department of Energy, Idaho Operations Office, hereinafter referred to as the EMPLOYER, with the International Federation of Professional and Technical Engineers, Local 94, hereinafter referred to as the UNION. This MOU supercedes that portion of the MOU signed on March 3, 1997 pertaining to the yearly Special Act Award given to FRs for initial qualification and re-qualification and nothing else.
2. The EMPLOYER agrees to retain Special Act Awards normally given to each Facility Representative on successful completion of their initial formal qualifications and on successful completion of each succeeding 12 consecutive month period re-qualification for a period of three fiscal years as follows:

FY 2006 100% special act award given
FY 2007 100% special act award given
FY 2008 100% special act award given
FY 2009 Phase out completed
3. This MOU does not apply to any Facility Representatives reassigned or hired after the date of this agreement.
4. Reopening the MOU. This MOU may be reopened at any time by mutual agreement between the UNION and the EMPLOYER .

Stacey J. Madson 8/11/05
For the UNION Date

[Signature] 8/11/05
For the EMPLOYER Date

[Signature] 8/12/05
Idaho Operations Office Manager Date