

MEMORANDUM OF UNDERSTANDING

between

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

and

DEPARTMENT OF ENERGY, IDAHO OPERATIONS OFFICE

1. Applicability

This Memorandum of understanding 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 Memorandum of Understanding is applicable to HQ-NE involvement in the performance management process of ID bargaining unit employees.

2. The EMPLOYER agrees that HQ-NE will not perform the ratings of NE-ID bargaining unit employees.
3. The EMPLOYER agrees that HQ-NE will not prepare performance agreements for NE--ID bargaining unit employees.
4. The EMPLOYER agrees that NE-20-30 will not participate in the midyear meetings or final performance rating meetings of bargaining unit employees in person or via the telephone.
5. The UNION agrees that ID Management reserves the right to allow NE-20/30 to provide input regarding relevant programmatic issues. This input may be provided as follows:
 - Throughout the year the supervisor may provide routine input that can be used and weighed by the supervisor of record in the development of PAs and final ratings.
 - Routine periodic meetings may be held with the individual employee, the purpose of which will include but is not limited to a discussion of the status of the program.
6. This MOU may be reopened at any time by mutual agreement between the UNION and the EMPLOYER.

Staney L. Madison 7/20/04
For the Union Date

Walter D. [Signature] 8/5/04
For the Agency Date