



Passport Services & NFFE Local 1998



Settlement Agreement

Re: Case # 041006-00114-7
NFFE Local 1998, Federal District 1, IAMAW, and
U.S. Department of State, Passport Services

[Note: this October 6, 2004 settlement offer by the Union was rejected by Management on October 7, 2004]

This agreement is entered into in order to resolve the above-titled case, regarding the grievance that NFFE Local 1998 filed on July 25, 2003 in response to Management's plan to alter the September 5, 2001 Seattle Work Schedule Agreement. In the interest of an amicable settlement of this dispute, the grievance is hereby terminated, and the arbitration hearing scheduled for October 26 – 28, 2004 is cancelled. The following provisions constitute the terms of this settlement agreement:

- The Union withdraws the grievance and arbitration.
- Management agrees to honor the September 5, 2001 Seattle Work Schedule Agreement and restore the Seattle employees to the schedules that were agreed to, including the 6:30 AM and 6:45 AM arrival times.
- Management agrees to pay all of the costs of the arbitration.
- Regarding Article 22, Section 4 of the contract, Management agrees that the costs of this arbitration will count in the 12 month period that ended on July 3, 2004.
- Management agrees that any proposed changes in schedules at the various Passport Agencies will be made in advance, and in writing.

Executed October 6, 2004

(Designate HQ Management official)

Colin Patrick Walle
Union President
IAMAW FD1 NFFE FL 1998