



Settlement Agreement Regarding CPC Outreach Program



U.S. Department of State
Passport Services

- Respondent -

- and -

Case No. AT-CA-10-0176

National Federation of Federal Employees,
Local 1998, IMAAW, AFL-CIO

- Charging Party -

This Settlement Agreement is entered into by and between the United States Department of State, Passport Services ("Management") and the National Federation of Federal Employees, Local 1998 ("Union"), collectively referred to as the "Parties." On October 20, 2009 Union representatives at the Charleston Passport Center ("CPC") requested to bargain over the procedures and appropriate arrangements for the CPC Outreach Program. The parties met on December 29, 2009 to bargain over the Union's proposal. Subsequently, Management suspended employee participation in the program. The Union then filed an Unfair Labor Practice charge ("ULP") with the Federal Labor Relations Authority ("FLRA"), alleging that Management had violated 5 U.S.C. 7116. The Parties now wish to fully and finally resolve this ULP, without the need for any further proceedings. The Parties hereby agree as follows:

1. Management will abide by the April 20, 2010 CPC Outreach Program agreement.
2. Management agrees to provide notification to the Union of any future proposed changes to the Outreach Program in accordance with the provisions of Article 12 of the Master Agreement. Management agrees to bargain in good faith over any negotiable proposals submitted by the Union. Management further agrees to consider any input provided by the Union.
3. Management acknowledges that the decision to suspend employee participation in the CPC Outreach Program was a unilateral Management action.
4. CPC employees shall be afforded an opportunity to read this Settlement Agreement upon request to either a local NFFE steward or management official.
5. The April 20, 2010 locally negotiated agreement regarding the CPC Outreach Program will be available for all employees to review on the CPC SharePoint site. Employees will be notified by email when the agreement is posted.
6. The Charging Party (Union) agrees to withdraw Charge No. AT-CA-10-0176.

FOR THE UNION:

Colin Patrick Walle
Union President – NFFE Local 1998

Rob Arnold
Union Vice President – NFFE Local 1998

FOR MANAGEMENT:

Steve Polson
Chief Labor/Management Negotiator – DOS

DATE:

4/21/2010