

MEMORANDUM OF UNDERSTANDING ("MOU") BETWEEN THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION ("EEOC") AND THE NATIONAL COUNCIL OF EEOC LOCALS NO. 216 ("NATIONAL COUNCIL") CONCERNING THE IMPLEMENTATION OF THE EEOC'S 29 C.F.R. PART 1614 FEDERAL SECTOR REGULATIONS

1. The implementation date for the EEOC's 29 C.F.R. Part 1614 Federal Sector Regulations is November 9, 1999.
2. In accordance with the EEOC's Order No. 540.008, the Performance Appraisal System (PAS), those employees who changed their positions, including Administrative Judges, shall be given an interim summary rating which must be considered in arriving at their next rating of record.
3. The EEOC agrees that employees affected by the implementation of 29 C.F.R. Part 1614 shall receive orientation and training that will assist them in performing their job duties consistent with the Collective Bargaining Agreement (CBA). Training will be documented in the employee's official personnel folder as specified in the CBA.
4. The EEOC and the National Council agree that orientation shall be offered to all employees on the revisions to the EEOC's Federal Sector Regulations.
5. The EEOC and the National Council agree that all affected employees are covered by the PAS and deadlines may be modified consistent with the PAS.
6. The EEOC and the National Council agree that revisions to the EEOC's Federal Sector Regulations have not established numerical goals in the PAS or individual goals or quotas for affected bargaining unit employees.
7. Any alterations or amendments to this MOU must be expressed in writing and signed by representatives of both the National Council and the EEOC.

8. Any disputes concerning the application or interpretation of this MOU shall be resolved through the negotiated grievance procedure or any appropriate third party proceedings.

Dated this 27th day of August, 1999.

EQUAL EMPLOYMENT OPPORTUNITY
COMMISSION

THE NATIONAL COUNCIL OF
EEOC LOCALS NO. 216, AFGE,
AFL-CIO

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