

MEMORANDUM OF UNDERSTANDING (MOU) BETWEEN THE EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) AND THE NATIONAL COUNCIL OF EEOC LOCALS NO. 216, (NATIONAL COUNCIL) COVERING THE IMPACT AND IMPLEMENTATION OF THE EEOC'S ORDER ENTITLED, "PREVENTION AND ELIMINATION OF HARASSMENT IN THE WORKPLACE"

The EEOC recognizes that the National Council, being the sole authority and the exclusive representative of all EEOC bargaining unit employees nationwide, has a particular interest in ensuring that bargaining unit employees are free from harassment because of their participation in proceedings or opposition to practices that may be considered as harassment, as well as harassment based on race, color, religion, sex (whether or not of a sexual nature), national origin, age disability and sexual orientation.

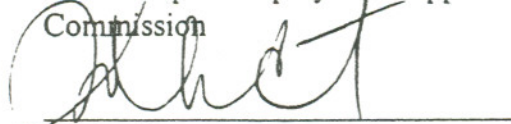
Since the EEOC, in light of the Supreme Court's decisions in Burlington Industries v. Ellerth and Faragher v. City of Boca Raton, is taking certain steps to prevent harassment from occurring and to correct harassment that does occur before it becomes severe or pervasive, the EEOC and the National Council agree to the following:

1. It is the EEOC's policy to maintain a work environment that is free from harassment based on race, color, religion, sex, national origin, age, disability and sexual orientation, and from retaliatory harassment based on opposition or participation in discrimination complaint proceedings.
2. The National Council believes that a zero tolerance policy, which maintains a work environment free from harassment and closely monitors that environment for compliance with that policy, should be adhered to at the EEOC.
3. The EEOC will (a) prepare an annual report detailing activities taken pursuant to the requirements of the Order entitled "Prevention and Elimination of Harassment in the Workplace," and (b) provide the National Council with a copy of that annual report.
4. This agreement will be effective on the date it is signed, and it will not be altered or amended without the mutual consent of the EEOC and the National Council.
5. Any disputes concerning the application or interpretation of this MOU shall be resolved through the Parties' negotiated grievance procedure or any appropriate third party procedure.
6. A copy of this MOU will be provided, by the EEOC, to all bargaining unit

employees within 48 hours after the effective date of the EEOC's Order entitled
"Prevention and Elimination of Harassment in the Workplace."

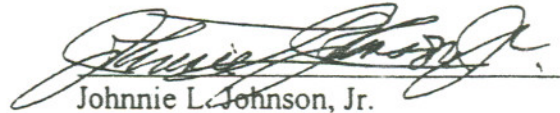
Dated: December 31, 1999

For the Equal Employment Opportunity
Commission



Ida L. Castro
Chairwoman

For the National Council of EEOC
Locals No. 216



Johnnie L. Johnson, Jr.
President