

MEMORANDUM OF UNDERSTANDING BETWEEN THE U.S. EQUAL EMPLOYMENT OPPORTUNITY COMMISSION (EEOC) AND THE NATIONAL COUNCIL OF EEOC LOCALS #216, (AFGE), AFL-CIO, COVERING THE FLEXIBLE AND COMPRESSED WORK SCHEDULE PROGRAMS AS RELATED TO THE NEW PERFORMANCE APPRAISAL SYSTEM.

The Parties agree that in the event that the Parties develop a performance appraisal system which includes a performance rating level between "Fully Successful" and "Unacceptable," the Parties agree to examine the issue of eligibility of those employees at that rating level for the Flexible and Compressed Work Schedule Programs.

- 1. The provisions of this Agreement will not be amended, supplemented, rescinded or otherwise altered except by mutual written agreement.
- 2. Any dispute over the application or interpretation of this Agreement will be resolved pursuant to the Parties' CBA or appropriate third party procedures.
- 3. ~~Copies of this Agreement will be provided to each bargaining unit employee in each Office upon approval of the CBA.~~

*5/1/9
EAW
PC*

For the Equal Employment Opportunity Commission

For the National Council of EEOC Locals #216 AFGE, AFL-CIO

Patricia Cornwell Johnson
Patricia Cornwell Johnson, Date
Director, Labor Management
Relations Division

Edward A. Watkins *5/1/9*
Edward A. Watkins, Date
President