

Memorandum of Understanding

As a result of the Competitive areas dated August 29, 2002, and February 14, 2003, and signed by U.S. Geological Survey (the Employer), the Employer and the two bargaining units in the USGS Eastern Region Geography, represented by AFGE Local 1309 (the Union), enter into the following agreement.

This Memorandum of Understanding applies to bargaining unit Employees covered by Article 1 of the collective bargaining agreement between the USGS Eastern Region Geography (ERG) and AFGE Local 1309. This MOU constitutes the entire understanding of the aforementioned parties regarding the competitive areas published on August 29, 2002, and February 14, 2003.

Accordingly, it is understood and agreed that:

1. The Employer has the right to change competitive areas under the management rights clause of the Federal Labor Relations Statute. According to current case precedent, the actual competitive areas are not negotiable. The Union requested that the Employer consider expanding the newly proposed competitive areas. The Employer considered the Union's concerns and decided against expanding the competitive areas.
2. In the event of a Reduction in Force in the next two years, as an appropriate arrangement for the change in competitive areas, the Employer will grant priority consideration, in accordance with the provisions of Article 37, Section 4g, for vacancies in Mapping Partnership Offices (MPO) in Eastern Region. This provision will apply for positions outside the Reston, Virginia, commuting area when there are no eligible surplus and/or displaced agency employees within the local commuting area who apply and are found qualified. The Employer agrees to pay relocation expenses for special selection priority (SSP) selections at MPO positions within the Eastern Region, provided relocation funding exists. Relocation expenses will be reimbursed on a fair and equitable basis.
3. Should management find it necessary to conduct a reduction-in-force, management will comply with all applicable laws, rules and regulations and the negotiated agreement, Articles 4, 22, and 37 covering the bargaining-unit employees in Eastern Region Geography.

Agreed to this 9th day of April, 2003.

For the Union:

Lisbeth Chandler

For the Employer:

Dan Cavanaugh