

Memorandum of Agreement

This agreement is between the U.S. Department of Education (Employer), Student Financial Assistance (SFA) and the American Federation of Government Employees, AFL-CIO, Council 252 (Union), collectively known as the Parties. This agreement is entered into by the Parties pursuant to Article 8 of the Collective Bargaining Agreement and sets forth the Parties understanding regarding the Union's demand to bargain on SFA's February 23, 2000 proposal to reorganize the Students Channel. This Memorandum of Agreement and the provisions herein address all pending issues related to this reorganization proposal.

The Parties understand and agree to the following as it relates to changes resulting from SFA's February 23, 2000 proposed reorganization in the Students Channel:

The Parties enter into this agreement with the understanding that SFA does not intend to downgrade or layoff any Students Channel employees through reduction-in-force as a result of the Students Channel reorganization. Should SFA find it necessary to take either of those actions, it will notify the union in accordance with the applicable provisions of the Collective Bargaining Agreement and the union may seek to reopen this agreement to address the impact and implementation of that decision.

SFA agrees to provide appropriate training to all employees who need retraining as a result of changes to their position descriptions to ensure that they can accomplish the requirements of their new jobs.

The Union agrees to withdraw their demand to bargain on SFA's proposed reorganization of the Students Channel.

Both Parties agree that this MOA satisfies concerns raised by the Union's demand to bargain in conjunction with SFA's February 23, 2000 proposed reorganization of the Students Channel, and that the Parties have fulfilled their mutual obligation to negotiate.

Both Parties agree that this MOA addresses only those issues related to the organizational changes in the Students Channel. It does not address transition issues in other areas of SFA.

This agreement shall become effective on the date of the final signature below.

For the Union:

For the Employer:

AFGE, Council 252 Date

SFA Date