

Settlement Agreement and Collective Bargaining Agreement Change

This agreement is between the Nuclear Regulatory Commission (NRC) and the National Treasury Employees Union (NTEU) and its Chapter 208, also referred to as "The Union," and is in settlement of all outstanding grievances filed by the union regarding the issuance of e-mails and announcements under Section 9.6 of the parties' Collective Bargaining Agreement.

In settlement of the grievances, the parties (NTEU, its Chapter 208 and the NRC) agree that:

1. The attached Article 9.6 agreed to by the parties in current collective bargaining negotiations, will be implemented immediately by the parties, in settlement of all grievances referenced above, and replaces the language of Article 9.6 in the currently effective Collective Bargaining Agreement between the parties. The Agency will have thirty (30) days from the date that the parties sign this settlement agreement to create the bargaining unit employee distribution list and distribution mechanisms/process contained in the attached Article 9.6.

2. The Union agrees to immediately postpone the outstanding arbitrations on these grievances and the related information requests served upon the Agency. The Agency has a 30 day period referenced in Paragraph 1 above to create the bargaining unit employee distribution list and distribution mechanisms/process contained in the attached Article 9.6. Once the Agency has created the bargaining employee distribution list and distribution mechanisms/process contained in the attached Article 9.6, the Union agrees to immediately withdraw all of its outstanding 9.6 network announcement grievances (including arbitrations and information requests) filed prior to signing this agreement.


3. The attached Article 9.6 is a change to the collective bargaining agreement, pursuant to this settlement agreement.

4. The Agency will no longer archive the Union's email announcements on the Agency's intranet website once the Agency has created the bargaining unit employee distribution list and distribution mechanisms/process contained in the attached Article 9.6, pursuant to Paragraph 1 of this settlement agreement. The Agency will provide a link to this settlement agreement on the employee resources intranet page; and this link will be similar to the links on the employee resources intranet page for the (1) eTravel-NTEU MOU, and the (2) Premium Travel NRC-NTEU MOU.

5. The grievances filed by the Union over Article 9.6 include a grievance alleging that the NRC changed the alias or name associated with the Union's email account at the NRC. As part of the settlement of all grievances over Article 9.6, the NTEU email account address at the NRC will remain/be NTEU@nrc.gov. The alias or name associated with the account which was changed by the Agency in approximately June of 2007 will be corrected as specified by the Union. The Union email account to be changed currently uses the alias/name "NTEU Chapter208." The Union will provide the new alias or name to be associated with the Union's email account at the NRC to the NRC's Office of Information Services within seven (7) days of signing this settlement agreement. The Office of Information Services will make that alias/name change occur on the Union's email account within thirty (30) days of signing this settlement agreement.

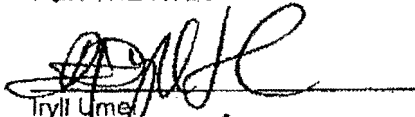
6. This agreement may be executed in counterparts with the same force and effectiveness as though executed in a single document.

FOR THE NRC

  
Angela Bolduc

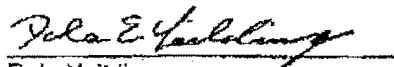
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FOR THE NTEU

  
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9.6 Use of Computer Systems

NRC computer systems are to be used in accordance with agency and Federal policies and regulations.

The Union may use the NRC's e-mail system for communications for labor relations and representational purposes. The Agency will provide the Union with an e-mail account for its exclusive use. NRC computer systems will not be used by the Union to perform any of the internal business affairs of the Union. Messages shall not contain any libelous or slanderous statements pertaining to the Federal Government, to NRC, or to any NRC supervisor management official or other NRC employee. The Union is not permitted to use NRC computer systems to lobby Congress.

The Agency will also provide a mechanism for the Union to send e-mail announcements directly to all current bargaining unit employees and which does not result in "out-of-office" replies to the Union's e-mail account. NTEU announcements will be distributed with a header and footer developed by NTEU clearly identifying the Union as the source of the announcement. Such announcements will be distributed no later than 9:00 p.m. on the date issued. If the Agency is unable to maintain and provide a distribution list of bargaining unit employees updated at least biweekly, then NTEU messages will be sent by the Agency via the all employee distribution list until such time as the Agency updates the distribution list of bargaining unit employees.

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