

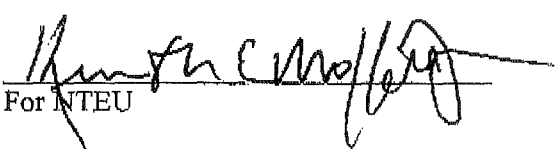
MEMORANDUM OF UNDERSTANDING  
 Between  
 THE NATIONAL CREDIT UNION ADMINISTRATION (NCUA)  
 And  
 THE NATIONAL TREASURY EMPLOYEES UNION (UNION)

NCUA has determined to issue Sprint (or its successor) wireless mobile broadband access cards for Agency issued laptops to all NCUA Examiners not assigned to a regional or Central Office and to employees assigned to remote duty stations after the effective date of this agreement and this will be the only broadband access provided by NCUA. NCUA has also determined that bargaining unit employees should use the CISCO IP Communicator, the Agency issued Calling Card, or the 1-800 voicemail access number for all official duty telephone communication. As a result, the parties agree to the following:

1. OCIO will mail wireless broadband access cards and instructions to all bargaining unit examiners in the second quarter of 2007.
2. For two weeks following such distribution of the cards, OCIO will ensure that the help desk call center is available for employees' questions Monday thru Friday from 8 am EST until 6 pm EST.
3. During the initial distribution period, examiners will be provided up to one (1) hour of computer administration time (code 31) to complete the installation of the access cards on their Agency-issued laptops.
4. Examiners requiring additional assistance from OCIO's help desk to obtain connectivity will continue to charge that time to computer administration time (code 31).
5. Because the Agency is providing examiners with internet access via cellular broadband wireless technology, NCUA will no longer continue to reimburse impacted employees up to monthly \$50 actual expense for their home broadband service. So long as the examiners are provided with the access cards and instructions/training in the use of such cards by the 20<sup>th</sup> of the month, NCUA will continue to pay the broadband fee through the end of that month.
6. If the new cards and instructions/training are provided to impacted examiners after the 20<sup>th</sup> of the month or such are not able to obtain connectivity via the broadband access card until after the 25<sup>th</sup> of the month, NCUA will continue to pay the \$50 broadband reimbursement through the end of the following month.

7. a. Impacted bargaining unit employees will be reimbursed for all actual costs incurred for early termination of broadband service so long as the costs are incurred and supported by appropriate documentation, no matter the cost. Documentation may include a paper receipt, email, or cancellation screen print with termination amount, so long as the documentation reflects that the broadband service has been disconnected and the termination fee, if at all.  
  
b. Claims for these charges will be made on the examiners' travel voucher. Documentation will be sent to the immediate supervisor at the same time as the employee submits his or her travel voucher requesting reimbursement for terminating their home broadband. This requirement applies to this MOU only and will not serve as precedent for future negotiations between the parties.
8. Bargaining unit employees unable to obtain a broadband connection via the wireless access card while on travel status may claim reimbursement only for dial-up access cost. Hotel and any other location (e.g. Starbucks, etc.) broadband connection fees will not be reimbursed by NCUA.
9. Bargaining unit employees who are unable to gain a broadband connection within their duty station via the Sprint Mobile Broadband Access card may contact the Office of the Chief Information Officer and request appropriate arrangements. NCUA will ensure that all examiners' are provided the appropriate equipment needed to perform their assigned duties. Such arrangements will be resolved on a case by case basis.
10. NCUA will furnish all affected bargaining unit employees with Agency issued headsets that are compatible with the Agency issued laptops.
11. Examiners will not be required or expected to use their personal telephone, cell phone, or broadband for any NCUA official business, and will no longer receive reimbursement for a second dedicated telephone line or for use of a personal telephone, mobile or otherwise, for NCUA official business.
12. NCUA will notify all credit unions through a separate notice of examiners' IP communicator telephone number and NCUA e-mail address, and that these are the only means to contact their examiner. The notification will be sent to officials of all credit unions at least two weeks prior to discontinuing broadband reimbursement.
13. NCUA will provide updated business cards to all affected employees who have not already received new business cards with IP Communicator and email contact information. Employees receiving new cards may identify which Agency approved telephone, IP Communicator, and email contact information to be printed on the business cards.

14. Employees assigned to remote duty locations after the effective date of this MOU will not be eligible for home broadband reimbursement.
15. The Agency does not currently track employees via the wireless broadband cards and agrees to notify the union and negotiate any changes prior to implementing any such capability or program.
16. Where slower Internet speed, sporadic service or inconsistent connectivity of the new wireless broadband service impacts the Examiner's timely performance of work, the Agency will consider granting the Examiner additional office, supervision or exam time to complete the duties and responsibilities of their position.
17. This agreement will expire on December 31, 2009, unless either party wishes to reopen the agreement. If either party wishes to reopen this agreement, it shall provide notice to the opposite party no later than thirty (30) days prior to the termination date, and negotiate pursuant to the national collective bargaining agreement. This agreement will remain in full force and effect during the course of negotiations.

  
For NTEU

3/23/07  
Date

  
For NCUA

3/28/09  
Date