

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

In response to the Agency's determination to offer temporary promotions to the CU-12, Principle Examiner (PE) positions, the parties agree to the following exceptions to Article 26, Performance Appraisals, section G. All other provisions in Article 26 remain in effect.

1. Employees encumbering a PE temporary promotion who have not yet received a copy of the current CU-12 PE performance plan will receive a copy of the current CU-12 PE performance plan within 7 calendar days of the signing of this agreement. Employees receiving a temporary promotion to the PE position after the effective date of this agreement will receive a copy of the PE performance plan within 30 calendar days of the effective date of the temporary promotion.
2. Employees serving in the PE position at the end of the performance rating cycle and who have been issued the PE performance standards for 90 calendar days or longer will be rated on the PE performance standards. In the event an employee is temporarily promoted during the last ninety (90) days of the appraisal year, the employee will be rated under the standards of his/her permanent position.
3. Work performed by employees temporarily promoted to the PE position prior to the start of the temporary promotion will be considered in the final performance evaluation.
4. Employees will be given written performance feedback at the end of each six month temporary promotion and/or if the temporary promotion is terminated for any reason. Performance feedback will be issued in accordance with Article 26, Sections 3(B) and 10(G).
5. The Agency has determined not to assign employees temporarily promoted to the PE position a subject matter area. When completing the annual performance appraisal, supervisors will not consider the subject matter area requirements identified in element 2 of the CU-12 PE performance plan. Supervisors may not use the lack of subject matter area assignments as basis for an adverse performance appraisal in any respect.

6. This MOU covering the performance ratings for temporary promotions to the CU-12 PE position is effective thirty-one (31) days after the date on which the parties fully execute this MOU or upon the completion of Agency head approval, whichever is sooner. This agreement will terminate on the date the next collective bargaining agreement is implemented, unless the parties mutually agree to extend the life of the agreement.

Heather C. Hammer
For NTEU

[Signature]
For NCUA

9/23/2010
Date

09/23/2010
Date