



## National Credit Union Administration

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

This agreement covers the procedures related with NCUA's determination to issue new performance standards to all current CU Examiners, grades CU 7-12. All new examiners hired after the date of this agreement will be placed automatically under the new performance standards.

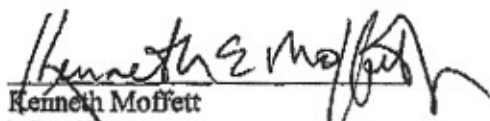
The parties agree to the following:


1. CU examiners will receive their new performance plans at least 90 days prior to the end of the 2006 rating cycle.
2. NCUA has determined that rating officials will receive training prior to the 2006 issuance of new performance plans for the examiner position.
3. At the time the new performance standards are issued to an examiner, the rating official and employee will discuss the elements and criteria set forth in the new performance plan and expectations regarding the quality, quantity, and/or timeliness of work assignments. For examiners who are located in the commuting area of their supervisor, these discussions will take place in person. For examiners who are not located in the commuting area of their supervisor, such discussions will take place in-person at the next group meeting, unless the timing of said meeting will delay the issuance of the performance plan by more than one pay period. In that event, the discussions may take place telephonically.
4. Simultaneous to receiving the new performance plan the rating official will also provide to the examiner a written general summary of the supervisor's observations of the employee's performance while under the previous standards. This summary will constitute the annual progress review. Employees may submit a written rebuttal, which will be appended to the progress review and made a part thereof.
5. Employees receiving new performance standards will receive up to one additional hour of office time to discuss the new elements and rating criteria with their supervisor. Employees may also receive up to one additional hour of office time to draft a rebuttal to the progress review, should he or she choose.

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- 6. At any time during the rating cycle, an employee may seek clarification from the rating official concerning the performance plan and how the employee's duties, responsibilities, and special projects relate to the criteria in the plan.

Dated: June 19, 2006

  
Kenneth Moffett  
NTEU National Negotiator  
6/20/06

  
David M. Marquis  
NCUA, Chief Negotiator