

MEMORANDUM OF UNDERSTANDING

THIS MEMORANDUM OF UNDERSTANDING (MOU) is between the United States Department of Agriculture, Forest Service ("Management"), and the National Federation of Federal Employees, Local 1950 ("Union"), collectively "the Parties," concerning implementation of 6-percent randomly pre-selected blind checks ("blind checks") in the Forest Inventory and Analysis Program of the Southern Research Station ("FIA").

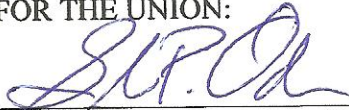
The Parties met in Oak Ridge, Tennessee, on May 25, 2016, to bargain the impact and implementation of the blind checks for FIA Quality Assurance ("QA") field crews. Upon conclusion of those negotiations, the Parties agreed as follows:

1. Management will provide QA field crews with advance notice of the geographic distribution of blind check plots, at least at the FIA unit level, for purposes of work planning. Such notice will be provided at the start of a new panel.
2. For notification of blind check plots, Management will provide QA field crews with a complete package that will include, at a minimum, the following information for each blind check plot: the past data, past draw sheet, new image, past image, geographic coordinates, the production crew's electronic ownership data, and new draw sheet. The new draw sheet will indicate whether or not the owner of the plot has been contacted by the production crew, and if so, by what means. A phone number for the owner will be provided if it is available. The new draw sheet will also include information on known hazards. The 30-day timeline for completion of blind checks begins when the assigned QA field crew member receives the complete package.
3. The Parties expect supervisors and employees to communicate about work priorities at the beginning of the appraisal year and as adjustments are needed throughout the year. Employees should consult with their supervisors whenever questions about priorities arise on a case-by-case basis.
4. QA field crews will receive 1.0 production credit for non-forest, partial-forest, access-denied, and hazardous/inaccessible plots. In addition, QA field crews will receive the same weighted credit in the MIDAS PHP Tools program as the production crew receives for completing boat plots, P2+ plots, and plots that are worked solo.
5. The Parties expect supervisors and employees to discuss, on a case-by-case basis, whenever performing a particular blind check plot would appear to involve exceptional cost, inefficiency, or potential hazards.
6. The Parties will meet no later than December 2017 to review the blind check program. However, the Parties should communicate as needed to timely address issues that may arise prior to that date.

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7. The blind check program will begin with the next panel for each QA field crew member, understanding that those dates will vary from state to state.
8. All blind checks performed may also be performed as cold checks.
9. Nothing in the blind check program prevents trainees from participating as assistants with QA field crew members who are performing blind checks if otherwise authorized, provided that the trainee was not present when the production plot data was collected.
10. This MOU contains the entire agreement between the Parties. It becomes effective on the date that the last person listed below signs and dates this MOU and remains in effect until terminated by, superseded by, or incorporated into a subsequent written agreement between the Parties.
11. This MOU is a Subordinate Agreement under Article 11 of the Master Agreement between the Forest Service and the Forest Service Council of the National Federation of Federal Employees. Either Party may request, consistent with midterm negotiations under Article 11 of the Master Agreement, to re-open or re-negotiate this MOU.
12. The Parties stipulate that the signatories below have the authority to bind the respective Party to the terms and conditions as agreed herein.

FOR THE UNION:

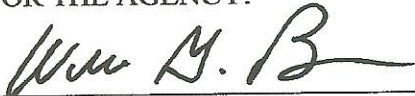


Shawn Odom, Vice-President, NFFE Local 1950

6/10/2016

Date

FOR THE AGENCY:



William Burkman, Program Director

6/9/16

Date