

Memorandum of Understanding (MOU)  
Mt. Hood National Forest  
Hazardous Weather Policy Implementation

This Memorandum of Understanding (MOU), made by and between the Forest Service Council- National Federation of Federal Employees, Local 1968 (Union) and the Forest (Management) collectively, "the Parties," constitutes a full and final agreement of any and all alleged issues raised in formal Article 11 negotiations in regards to the implementation of the Mt. Hood NF Hazardous Weather Policy.

**The Parties agree:**

Management will implement the current Hazardous Weather Policy (attached) in accordance with the following provisions:

- For delayed openings, management will describe both the duration of the delay as well as the time the office will open in office closure communications to employees.
- The delayed closure message will include language of the recommendation for employees to check up to an hour prior to the scheduled office opening to determine whether there is an extended delay or full closure.
- When conditions warrant a delay or closure and these conditions are known in advance, the Line Officer may update the closure notification as early as possible (including the evening before, if applicable).
- Management will look into additional options for communicating office delays and closures to employees (e.g., Facebook, Twitter, mass telephone notifications, etc.).
- Management will discuss the applicability of using the Hazardous Weather Policy to other administrative closure situations (e.g., power outages, water-related problems, civil unrest, etc.). Management will work to develop a shared understanding of factors to consider when determining whether to close an office due to other emergency situations amongst those who may serve in an acting role.
- Management will develop local condition assessment criteria for each administrative unit with union participation. Management acknowledges there are unique situations that may require elevated discussions to ensure consistent application of existing policies.
- Management will discuss the Hazardous Weather Policy annually and provide Q&A time during all-employee meetings, and will notify the union in advance of these meetings.
- Management agrees to post the Hazardous Weather Policy on the Mt. Hood National Forest's intranet site in a prominent location.

The Parties are entering into this MOU voluntarily, without coercion or duress, and that they fully understand the terms of the MOU.

This MOU becomes effective upon the date of the signatures below. The decisions and agreements documented in this MOU conclude the Article 11 negotiations related to the implementation of the Hazardous Weather Policy.

The Hazardous Weather Policy may be revised by Management at any time, with Union notification, to ensure compliance with pertinent policies, such as leave and telework.

If conditions occur that change working conditions and/or new issues emerge that were not negotiated in this MOU, either Party may request to reopen negotiations, consistent with midterm negotiations under Article 11 of the Master Agreement and agreement of both Parties.

  
Management Representative Signature

11-7-2017  
Date

Jim DeMaag  
Management Representative Name

  
Union Representative's Signature

11-7-17  
Date

Erin Kidwell  
Union Representative's Name