

MEMORANDUM OF UNDERSTANDING (MOU)
Implementation and Use of the electronic InOutBoard System and Region
6 Plan

This Memorandum of Understanding (MOU), made by and between the National Federation of Federal Employees (NFFE), (Union) and the United States Forest Service, Region 6 (Management) – hereafter referred to collectively as “the Parties” – pertains to the procedures and arrangements for implementing the Regional electronic InOutBoard (eIOB) Plan for eIOB system use for all Region 6 Forest/Station/Areas and Units (Units) in accordance with the Management Rights in 5 USC 7106.

1. Scope of Agreement

- a. This MOU and the Region 6 eIOB Plan will be implemented on all Region 6 Units.
- b. This Regional MOU will override any existing local eIOB system Plans and/or MOU’s.
- c. Existing eIOB system Plans and MOU’s will be terminated upon the effective date of this MOU.
- d. There is no authority at the local level to alter the Plan or renegotiate its provisions or the MOU provisions.

2. Primary Purpose

- a. The primary purpose of the eIOB system and system use is to account for all bargaining Unit Employees (BUE) and hosted employees located on a Region 6 unit to ensure all employees' safety in the field or in the event of an emergency.
- b. The eIOB Plan and system is in place for employee safety and shall not be used by supervisors or employee’s to track daily time and attendance.

The Parties agree:

The following procedures are to be used by all Units with an existing eIOB system for implementation of the Plan and its continued use; and, for all Units with a future purchase of the eIOB system to initially implement the Plan and for continued use of the Plan:

1. Bargaining unit employees located on a Region 6 Unit, including hosted employees, will be notified and the Region 6 Electronic InOutBoard Plan provided for the new eIOB system, via email at least 30 days prior to implementation.
2. All employees will be provided training on the eIOB system at least 30 days prior to activation and implementation of the Plan.
3. Training will include: how to create an account; review of the Plan procedures; use of the system in the field; options for access; options in the event the system is not available.
4. Employees will be notified of an eIOB system Unit Contact to assist with system use and operations and any questions.
5. The Plan will be provided to all bargaining unit employees new to Region 6 within 30 calendar days of the on-boarding date.
6. Employees are not required to use personal equipment, such as phone or computer.
7. Employees are not required to provide their personal contact information.

8. An alternate plan will be established in the event of a system failure that will ensure employees in the field are accounted for.
9. The R6 eIOB Plan will be posted on all Region 6 Unit Safety sites.
10. The MOU will be posted on the Regional Safety site and the HRM Labor Relations page.

The MOU is effective upon the date of the signature of both parties and any existing eIOB system Plans and MOU's will be terminated upon the effective date of this MOU.

The MOU shall remain in effect for as long as the Region 6 Plan is in effect and the eIOB system is in use; or until a change in Regulation Policy, Rule, or Master Agreement render it ineffective, whichever comes sooner.

Either party may request to reopen the MOU to terminate or renegotiate its provisions, when a change in details warrant.

ROBERT SANCHEZ Digitally signed by ROBERT SANCHEZ
Date: 2020.02.10 08:38:55 -08'00'

Robert Sanchez Date
Chief Negotiator, Forest Supervisor

ERIN KIDWELL Digitally signed by ERIN KIDWELL
Date: 2020.02.07 14:17:26 -08'00'

Erin Kidwell Date
Chief Negotiator, NFFE-FSC R6CVP