



Department of Energy

Oak Ridge Operations Office
P.O. Box 2001
Oak Ridge, Tennessee 37831—

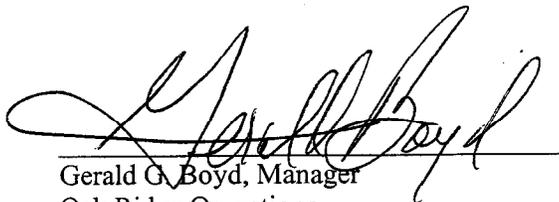
**MEMORANDUM OF UNDERSTANDING
BETWEEN
OAK RIDGE OFFICE
AND THE
OFFICE AND PROFESSIONAL EMPLOYEES INTERNATIONAL UNION LOCAL 2001
CONCERNING THE
OFFICE OF SCIENCE REALIGNMENT – APRIL 1, 2004**

On January 5, 2004, Secretary Spencer Abraham approved the Office of Science (OneSC) Realignment. The information was distributed via e-mail to all Oak Ridge Office (ORO) employees on March 25 and 29, 2004. OneSC will be implemented in phases. During implementation, ORO Management and the Office and Professional Employees International Union (OPEIU) Local 2001 will work together to address concerns and issues in a cooperative manner for their timely resolution in accordance with *the 2002 Collective Bargaining Agreement Between the Oak Ridge Operations Office and the Local 2001 Office and Professional Employees International Union* (the CBA).

The OPEIU agrees to the proposed Office of Science Realignment with the following conditions with respect to current ORO bargaining unit employees:

1. No reduction-in-force will result from the reorganization;
2. No loss of grade or pay will result;
3. All information on this reorganization, including this Memorandum of Understanding (MOU), will be provided to bargaining unit employees for review and comment to their OPEIU representatives as to possible adverse impacts and concerns for subsequent ORO and OPEIU negotiations per the CBA;
4. Position Description and Performance Plan changes will be reviewed, and employees will be asked for their input to assure accuracy, fairness, and to reflect the work performed; and
5. Issues related to the organization structure and other reorganization issues will be addressed as they arise from bargaining unit employee reviews of the proposed reorganization.

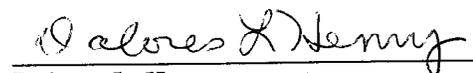
This MOU may be amended at a later date to reflect decisions as they occur.



Gerald G. Boyd, Manager
Oak Ridge Operations

Date

4/1/04



Dolores L. Henry
Shop Chair, OPEIU Local 2001

Date

4/1/04