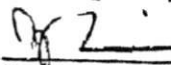


MEMORANDUM OF AGREEMENT

The parties agree to the following terms and conditions for the use of personal protective equipment, namely personal protective footwear, at Federal Records Centers (FRCs) within the National Archives Records Administration (NARA). This agreement is entered into by NARA, AFGE Council 260, and their respective locals.

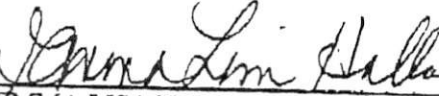
1. Whereas, the Agency has entered into an abatement agreement with the Occupational Safety and Health Administration (OSHA) setting forth the requirement that protective footwear shall be worn by FRC employees who engage in activities determined by Management to be at the highest risk for foot injuries including, but not limited to, dock operations, Transfer and Disposition activities, Metro Courier activities, the Agency will develop and issue a policy governing the use of protective footwear at FRCs.
2. The Agency will issue as personal property protective footwear to employees performing activities such as those discussed in para. 1 that are at highest risk for foot injuries. FRC employees agree to acknowledge their receipt of protective footwear in writing by "signing out" their protective footwear. The parties further agree that protective footwear issued to employees shall remain the property of the U.S. Government and will be returned when the employee is no longer assigned to a position that requires the use of protective footwear, leaves NARA employment, elects to use personally purchased protective footwear, or requires a replacement pair as a result of excessive wear or damage, whichever comes first. In addition, the future policy governing the use of personal protective footwear will include a requirement that the protective footwear should not be removed from the FRC premises.
3. In lieu of providing protective footwear to FRC employees as outlined in para. 2, the Agency will allow employees to purchase their own personal protective footwear at their discretion. Management reserves the right to verify that the personal protective footwear purchased by an employee meets the OSHA protective footwear standards before the equipment may be used in the workplace.
4. The terms and conditions as outlined above will be incorporated into the future policy along with any other provisions agreed to by the parties and will be put into effect across the agency's Federal Records Centers Program by November 1, 2014. Upon issuance, the future policy shall supersede and replace this agreement.



 JAY TRAINER
 Executive for Agency Services

8/20/14

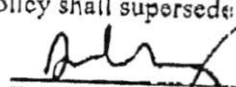
 Date



 EMMA LISA HOBBS
 Chief, Labor/Employee
 Relations and Benefits

8/20/14


 Date



 DAVID WEINBERG
 Director, Federal Records Centers Program

8/20/14

 Date



 DARRYL MUNSEY
 President
 AFGE Council 260

9/2/14

 Date