



UNITED STATES OF AMERICA  
**FEDERAL LABOR RELATIONS AUTHORITY**

U.S. DEPARTMENT OF STATE, PASSPORT  
SERVICES

Respondent

and

NATIONAL FEDERATION OF FEDERAL  
EMPLOYEES, LOCAL 1998  
Charging Party

Case No. WA-CA-10-0419

**SETTLEMENT AGREEMENT  
(AGENCY RESPONDENT)**

The undersigned Agency and the undersigned Charging Party in settlement of the above matter, and subject to the approval of the Regional Director on behalf of the Federal Labor Relations Authority, **HEREBY AGREE AS FOLLOWS:**

**POSTING OF NOTICE** – The Agency will post copies of the Notice to All Employees, attached hereto and made a part hereof, in conspicuous places in all Passport Services Offices nationwide located within the scope of NFFE, Local 1998 bargaining unit, including all bulletin boards and other places where notices to employees are customarily posted, for a period of at least sixty (60) days from the date of posting. The Notice when posted will be signed by the head of Passport Services.

**COMPLIANCE WITH NOTICE** – The Agency will comply with all the terms and provisions of the Notice.

**REFUSAL TO ISSUE COMPLAINT** – In the event the Charging Party fails or refuses to become a party to this Agreement, and if the Regional Director concludes that it will effectuate the policies of the Statute, he shall decline to issue a Complaint herein and this Agreement shall be between the Agency and the undersigned Regional Director. A review of such action may be obtained pursuant to Section 2423.11(c) and (d) of the Authority's Regulations. This Agreement is contingent upon the General Counsel sustaining the Regional Director's action in the event of an appeal. Approval of this Agreement by the Regional Director shall constitute withdrawal of any Complaint(s) and Notice of Hearing heretofore issued in this case.


**PERFORMANCE** – Performance by the Agency of the terms and provisions of this Agreement shall commence immediately after the Agreement is approved by the Regional Director or, in the event the Charging Party does not enter into this Agreement, performance shall commence immediately upon receipt by the Agency of advice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

**NOTIFICATION OF COMPLIANCE** – The Agency will notify the Regional Director in writing what steps the Agency has taken to comply herewith. Such notification shall be made within five (5) days, and again after sixty (60) days, from the date of the approval of this Agreement, or, in the event the Charging Party does not enter into this Agreement, after the receipt of notice that no appeal has been filed or that the General Counsel has sustained the Regional Director.

**COMPLIANCE WITH SETTLEMENT AGREEMENT** – Contingent upon compliance with the terms and provisions hereof, no further action shall be taken in the above case.


U.S. Department of State, Passport Services  
(Agency)

Steven Polson, Chief Labor Manager  
By: (Type or Print Name and Title) (Date)

  
(Signature)

National Federation of Federal Employees  
(Charging Party)

Rob Arnold, President, Local 1998  
Will Davidson, NFFE 1998 Senior Steward, Seattle PET Agency  
By: (Type or Print Name and Title) (Date)

  
(Signature)

Approved:

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Signature