



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

Washington Regional Office
1400 K Street, NW, Second Floor • Washington, DC 20424-0001
(202) 357-6029 FAX: (202) 482-6724

June 14, 2010

Steven Polson
Chief Labor-Management Negotiator
Department of State
2201 C Street NW, HST Rm 6217
Washington, DC 20520

Re: Case No. WA-CA-09-0169

Dear Mr. Polson:

The Settlement Agreement entered into by the parties in the subject case has been approved and the Agency should now begin to comply with the terms of the Agreement.

A copy of the Agreement and the Notice to All Employees are enclosed. As specified in the Agreement, copies of the Notice to All Employees should be posted in conspicuous places, including all bulletin boards and other places where notices to employees are customarily posted, for a period of at least sixty (60) consecutive days from the date of posting. The Notice when posted will be signed by the Managing Director for Issuances, Passport Services Directorate (PPT).

Please notify the Region in writing within fifteen days, and again after sixty days, of the steps taken to comply with the requirements of the Agreement. The Charging Party should be served with copies of your compliance correspondence to the Region.

If you require any assistance or further information concerning compliance in this matter, please contact Alicia Weber at (202) 357-6025.

Sincerely,

A handwritten signature in black ink that reads "Barbara Kraft".

Barbara Kraft
Regional Director

Enclosure: Settlement Agreement, Notice

Robert Arnold
Vice President
National Federation of Federal Employees, Local 1998
P.O. Box 2221
Seattle, WA 98111-2221



UNITED STATES OF AMERICA
FEDERAL LABOR RELATIONS AUTHORITY

U.S. DEPARTMENT OF STATE
WASHINGTON, D.C.
Respondent/Agency

and

NATIONAL FEDERATION OF FEDERAL EMPLOYEES,
LOCAL 1998
Charging Party/Union

Case No. WA-CA-09-0169

**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 at its facilities, copies of the attached Notice on forms to be furnished by the Federal Labor Relations Authority. Upon receipt of such forms, they shall be signed by the Managing Director for Issuances, Passport Services Directorate (PPT), and shall be posted and maintained for 60 consecutive days thereafter, in conspicuous places, including all bulletin boards and other places where notices to unit employees are customarily posted. Reasonable steps shall be taken to ensure that such notices are not altered, defaced, or covered by any material

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

ACTION TO BE TAKEN – 1) The Respondent will have its Managing Director for Issuances, Passport Services Directorate (PPT) sign the Notice. 2) The Respondent will agree to engage in impact and implementation negotiations with the Charging Party concerning the revisions to its Internal Control Guidelines.

REFUSAL TO ISSUE COMPLAINT – In the event the Charging Party elects not to become a party to this Agreement, and if in the Regional Director's discretion it will effectuate the policies of the Statute, the Regional Director shall decline to issue a Complaint in this case and this Agreement shall be between the Agency and the Regional Director. The Charging Party may obtain review of such action pursuant to Section 2423.11(c) and (d) of the Authority's Regulations. This Agreement shall be null and void if the General Counsel does not sustain the Regional Director's action in the event of a review. Approval of this Agreement by the Regional Director shall constitute withdrawal of any Complaint and Notice of Hearing 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 notice that no review has been requested or that the General Counsel has sustained the Regional Director.

NOTIFICATION OF COMPLIANCE –The Agency will report to the Regional Director in writing what steps the Agency has taken to comply. The Agency’s compliance report shall be submitted within 5 days, and again after 60 days, from the date of the approval of the agreement.

COMPLIANCE WITH SETTLEMENT AGREEMENT – Contingent upon compliance with the terms and provisions of the Agreement, no further action shall be taken in this case.

Department of State
(Agency)

/s/ Steven J. Polson, Chief Labor Mgmt. Negotiator, 6/10/10
By: (Type or Print Name and Title) (Date)

/s/ Steven J. Polson
(Signature)

National Federation of Federal Employees, Local 1998
(Charging Party)

Rob Arnold, Vice President 6/10/10
Colin Walle, Union President, 6/10/10
By: (Type or Print Name and Title) (Date)

/s/ Rob Arnold /s/ Colin Walle
(Signature)

Approved:

By: Barbara Kraft 6/11/10