

**MEMORANDUM OF UNDERSTANDING
BETWEEN
U.S. CUSTOMS AND BORDER PROTECTION
AND
NATIONAL TREASURY EMPLOYEES UNION**


This Memorandum of Understanding (MOU) is entered into by, and between U.S. Customs and Border Protection (CBP or Agency) and the National Treasury Employees Union (NTEU or Union) concerning the Office of Information Technology (OIT) Security Compliance.


On February 23, 2011, NTEU received notice from CBP of its intent to implement the Security Compliance Inspections process. The parties met on May 3, 2011 to bargain over the outstanding issues regarding this initiative and have reached the following agreement.

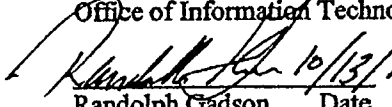
Agreement Terms:

1. The parties acknowledge that no employee has been disciplined or had their performance rating impacted by these security reviews before the agreement date of this MOU.
2. A. In situations where there is a BU employees' desk and a sensitive document is clearly left in the open, we will document the event for our notes and leave a reminder card. The desk will not be searched. ✓
B. Locked desks, cabinets, handbags, etc will not be opened as part of the security compliance inspections.
3. NTEU National or designated chapter will be provided with a schedule of visits for a 6 month period.
4. CBP will provide the training necessary to ensure that employees know their security compliance responsibilities concerning those matters covered by the inspection. (All employees are currently required to complete the Security Awareness training on an annual basis. This training reiterates the employee's responsibility for safeguarding information and of current security compliance requirements.)
5. CBP will provide an annual briefing to NTEU Chapter 128 as and/or when requested on the results of the inspection, lessons learned, and areas in need of improvement, if any.
6. CBP will provide, on an annual basis, an electronic mail message to management for dissemination to employee's the results of the inspection, lessons learned, and areas in need of improvement, if any.

7. This MOU is deemed executed upon the final signatures of both parties, and shall be considered effective upon agency head review, or the thirty-first day after final signature of the parties' chief negotiators, whichever is first. Either party may reopen this MOU for revision or modification in accordance with Article 26 (Bargaining) of the CBP and NTEU National Collective Bargaining Agreement.
8. This MOU is effective upon signature of both parties, subject to requirements of 5 U.S.C.S. § 7114 (c). It will remain in effect until superseded in accordance with law.


John Buckley Date 10/13/11
Chief Information Security Officer
Office of Information Technology


Jonathan Levine Date 10/13/11
Assistant Counsel for Negotiations


Randolph Gadson Date 10/13/11
Labor Relations Specialist, CBP