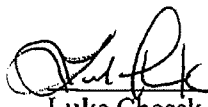


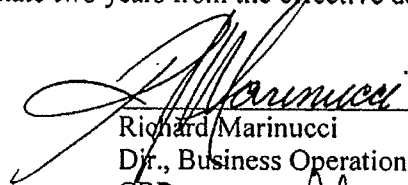
**Memorandum of Understanding
Between
U.S. Customs and Border Protection
And
The National Treasury Employees Union**

This Memorandum of Understanding (MOU) is entered into by, and between U.S. Customs and Border Protection (CBP) and the National Treasury Employees Union (NTEU) regarding the Cargo Systems Program Office (CSPO) pilot program, Individual Development Plan (IDP). The following applies to the implementation and monitoring of the IDP pilot:

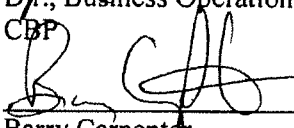
1. Within 30 days of the effective date of this MOU, management will provide all impacted bargaining unit employees with an email, notifying them of this initiative. The email will explain this initiative, provide guidance for who to contact if he/she wishes to establish an IDP, contain this MOU as an attachment, and provide any other relevant information that management deems necessary. All impacted bargaining unit employees will be provided a reasonable amount of administrative time to review the email and its attachment. Furthermore, CBP will provide notice and guidance on the CSPO SharePoint site, as well.
2. The creation of Individual Development Plan (IDP) will be entirely voluntary. Management will not pressure bargaining unit employees to create an IDP.
3. Impacted bargaining unit employees will be permitted to develop an IDP during working hours; including research to determine what courses (and their associated costs) best suit their needs. After a bargaining unit employee prepares an IDP, he or she will meet with their supervisor to discuss.
4. At the eight (8) month anniversary of the effective date of this MOU, NTEU and CBP will meet telephonically, or in person, to discuss any problems bargaining unit employees have identified, and/or create additional guidance for bargaining unit employees and/or management officials.
5. If CBP decides to expand, modify, or terminate this initiative, it will provide NTEU with appropriate notice, as required, and an opportunity to bargain pursuant to the parties' Collective Bargaining Agreement, law, rule, and regulation.
6. Either party may re-open this MOU in accordance Article 26 of the parties' CBA.
7. This MOU shall become effective upon Agency head review or the 31st day after execution, whichever occurs first, and shall terminate two years from the effective date.



Date 10/17/2012
Luke Chesek
Assistant Counsel for Negotiations
NTEU



Date 10/13/12
Richard Marinucci
Dir., Business Operations, CSPO
CBP



Date 10/18/12
Barry Carpenter
Labor Relations Specialist
CBP