

MEMORANDUM OF AGREEMENT

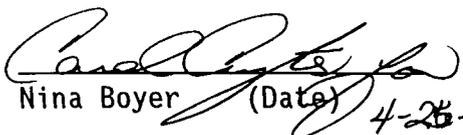
This agreement is made and entered into by and between the Oak Ridge Operations Office and the Office of Scientific and Technical Information, U.S. Department of Energy and the Office and Professional Employees International Union Local No. 268. This memorandum of agreement is effective upon signing by all parties.

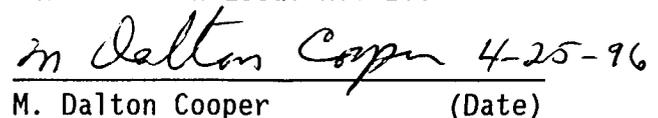
Pending the revision of Oak Ridge Operations Order 3335.1A, Merit Promotion Program - Competitive Service, dated September 10, 1994, the following interim changes are made.

1. Para 7, Chapter IV, OR 3335.1A is modified to read as follows: "Except when (1) 10 or fewer qualified candidates have applied for a nonsupervisory vacancy, or (2) the candidate is eligible for noncompetitive consideration for the vacancy, a Form OR-13, "Rating Sheet" (figure 8) will be prepared for each candidate in accordance with the following criteria:...."
2. Para 9.b.(2) of Chapter IV, OR 3335.1A is modified to read as follows: Selection interviews, in person or by telephone, may be held whenever the selecting official believes that such interviews would enhance his/her knowledge of the quality of the candidates. Selection interviews are not required for any vacancy; however, when any referred candidate is interviewed, the selecting official is required to interview all candidates on the same competitive certificate, except:
 - (1) unless reasonable efforts to contact a candidate are unsuccessful. In such cases, the unsuccessful efforts made to contact the candidate will be documented., or
 - (2) when all candidates on the same competitive certificate have been interviewed by an interview panel designated by the selecting official. If the interview panel interviews one candidate on the competitive certificate, the panel is required to interview all candidates on the same competitive certificate. If the selecting official interviews one of those recommended by the interview panel, all candidates recommended by the interview panel must be interviewed. The selecting official may at his/her option interview candidates other than those recommended by the interview panel. If the selecting official interviews any candidates not recommended by the interview panel, the selecting official is required to interview all candidates on the same competitive certificate who were not recommended by the interview panel.

FOR: Department of Energy

FOR: Office and Professional Employees
Int'l Union Local No. 268


Nina Boyer (Date) 4-26-96


M. Dalton Cooper (Date) 4-25-96