

**MEMORANDUM OF UNDERSTANDING  
BETWEEN  
NATIONAL TREASURY EMPLOYEES UNION (UNION)  
and  
FEDERAL DEPOSIT INSURANCE CORPORATION (EMPLOYER)**

**Corporate Success Award (CSA)**

1. CSAs will be distributed to employees in a fair and equitable manner, and in accordance with the terms of this MOU and FDIC Circular 2420.1.
2. The EMPLOYER agrees to provide data to NTEU in an electronic spreadsheet on bargaining unit Corporate Success Award (CSA) recipients in 2004 and 2005 (based on contributions made in 2003 and 2004, respectively) that will include the following fields: division/office, position title, pay plan, job series, grade, region, duty station, gender, race/national origin and age (date of birth).
3. If the data for one or more groups included in the fields identified in #2, above, indicates a rate of distribution that is less than 80% of the distribution rate for the group with the highest rate in that field, the FDIC and NTEU will conduct a joint review of the approved awards to determine if these results can be justified by a legitimate business reason or explained by the size(s) of the group(s) being compared. However, this joint review process does not waive the right of the Union or any employee to seek remedial relief in any appropriate legal forum.
4. Any grievances filed over the failure to receive a CSA will be filed under an expedited grievance procedure, under which the parties agree to waive Step One of the negotiated grievance procedure.
5. Following the distribution of CSA awards in each year, the parties will jointly develop and publish a reasonably representative list of examples and/or types of contributions for which employees in key job categories (those in occupational series with more than 50 bargaining unit employees) have received awards.
6. With reference to the supervisory meetings discussed in Section 11-5.A. of FDIC Circular 2420.1, the meetings will take place on or before June 1, 2003 and March 31, 2004 for the 2004 and 2005 CSAs, respectively.
7. For 2004, CSA increases will be processed in pay period five using a pay period one effective date. The three percent CSA increase will be calculated based on the employee's salary as of pay period 26 of 2003. Employees recognized will receive a retroactive payment for pay periods one through four. The adjustment to salary resulting from the CSA will be included in pay period five.

/s/

3/13/03

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Stephen J. Keller for NTEU

date

/s/

3/13/03

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Mary M. Lavery for FDIC

date