



U.S. Immigration
and Customs
Enforcement

March 6, 2009

James P. Ward
National Local Secretary / R2 Regional Vice President
AFGE Local 918 – Federal Protective Service
26 Federal Plaza, Rm 30-12
New York, NY 10278

RE: Plum Island Animal Disease Center

Dear Mr. Ward:

This is a belated follow-up to your discussions with the Immigration and Customs Enforcement (ICE), Federal Protection Service (FPS), management and the unfair labor practice charge you filed, case no. BN-CA-08-0411, as subsequently amended, regarding the Plum Island Animal Disease Center (PIADC).

In July 2008, you met with FPS management and entered into negotiations of an agreement covering a number of issues associated with Plum Island staffing. At the conclusion of your negotiation of terms with local management, FPS management indicated that any agreement would have to be reviewed for, at a minimum, legal sufficiency. The Agency's legal sufficiency review has been completed. Attached is a revised Memorandum of Agreement (MOA) for your consideration. It reflects all terms submitted for review except those deemed legally problematic. In addition it contains two paragraphs the Agency believes to be important and necessary provisions regarding the scope of withdrawals in return for the agreement's other substantive terms. To expedite matters at this point, I or one of my office's staff would be pleased to discuss the document and concerns or comments you may have regarding the enclosed draft MOA.

If you have any questions or concerns, kindly contact me at (202) 732-1322 or via email at francis.mcdonough@dhs.gov. In the event that I am unavailable, you may reach Eileen Clements, Acting Supervisor Employee Relations (East), at (202) 732-1336 or via e-mail at eileen.clements@dhs.gov.

Sincerely,

A handwritten signature in black ink that reads "Frank McDonough". The signature is written in a cursive style with a large, stylized "F" and "M".

Frank McDonough
Director, Employee and Labor Relations

Attachment: Draft MOA---Plum Island