

MEMORANDUM OF AGREEMENT

between

American Federation of State, County and Municipal Employees, Delaware Public Employees - Council 81 (“the Union”) and The State of Delaware (“the State”)

The Union and the State hereby agree that authorized union representatives whose names have been provided to the State shall be permitted to use the State’s e-mail system subject to the following conditions:

1. Union representatives using the State’s e-mail systems shall be responsible for reviewing and complying with the Department of Technology & Information’s “Acceptable Use Policy” governing the use of the State’s Communications and Computer Systems. The Acceptable Use Policy, and any terms, conditions, restrictions, prohibitions or limitations it contains, are hereby incorporated herein and made a part of this Agreement.
2. The amount of time used by the union representatives must be reasonable and not interfere with the performance of the union representatives’ work duties.
3. Unauthorized or inappropriate mass distribution of communications is prohibited.
4. Communications are limited to the processing of grievances, matters pertaining to investigative interviews, labor/management meetings, and other information normally posted on union bulletin boards (ex. appointments, meetings, announcements, social events and Union election results), so long as none of the above matters contains anything profane, obscene, defamatory or critical of any individual or the State, or which may be detrimental to the labor-management relationship.
5. No political campaign literature (internal Union or otherwise) may be transmitted by union representatives.
6. Union representatives who use the State’s e-mail system will be responsible for payment of costs incurred by the State which are in addition to normal operating costs.
7. The Union shall indemnify and hold the State harmless against any and all claims, demands, suits and other forms of liability that may arise out of or by reason of any action taken or not taken by the State for the purpose of complying with any of the provisions of this Agreement.

for the State

for the Union