

THE SACRED PECKING ORDER

**The following constitutes a mutual agreement between
EPA Region 8 (the Agency) and AFGE Local 3607 (the Union)
regarding the means by which bargaining unit employees will select initial seating
space in the new building.**

GENERAL: Bargaining unit employees will select their seating in accordance with the processes identified below. The spaces available for consideration will be those identified in the official “block and stack” diagrams presented for the purposes of seat selection by TMS. Employees may only select seating from those within their program which is color coded on the diagrams.

A. In preparation, two exceptions will be resolved and seating locations identified prior to application of the general selection process.

1. Employees, regardless of bargaining unit status, who are administrative or clerical support for an organizational unit will meet with their supervisor to select a mutually agreed upon seating location commensurate with the duties and responsibilities of their position.

2. Employees with physical conditions requiring their location nearer to emergency exits for ease of egress will meet with their supervisor to determine their appropriate seating location.

B. For all bargaining unit employees, except those attorneys located in ECEJ-LEP, the order of precedence will be as follows:

1. Grade; if a tie then by,
2. Service Computation Date; if a tie then by,
3. EPA total service; if a tie then by,
4. Coin flip.

C: For all bargaining unit attorneys located in ECEJ-LEP, the order of precedence will be as follows:

1. Time in EPA region 8 ORC or LEP (as attorney or post graduation law clerk who ends up as attorney; any detail or leave of 6 months or less is not subtracted from this time); if a tie then by,
2. EPA total service; if a tie then by,
3. Service Computation Date; if a tie then by,
4. Coin flip.

D. The Human Resources Office will provide to each program, with the exception of ECEJ-LEP, the listing of that program’s employees in the appropriate order of precedence. ECEJ-LEP management will be responsible for the production and maintenance of the order of precedence for attorneys identified in C. above.

E. The deadline for initial seat selection is February 24, 2006. Upon execution of this agreement, the Agency will immediately begin preparing the documents necessary for seat selection to occur. Packages will be delivered to the organizations no later than January 30, 2006. Seat selection may begin immediately upon receipt.

F. As general seat selection is to occur, the supervisor will make contact with the top individual on their list. That employee will select their preferred seating. The supervisor will notate the name of the employee as being assigned to that location. This process will repeat itself in precedence order until all employees have selected their seating. Federal employees will complete their seat selection prior to the placement of any SEEs.

G. It is recognized that changes may well occur both in the design/layout of seating areas and personnel due to retirement, reassignment, etc which may affect seat selection in advance of the move. The deadline for final assignment of seating is August 30, 2006 for reasons of phone, computer and cubicle configuration. The Agency and the Union will meet during the second week of July, 2006 to review the seating selection against any changes identified above. Those programs that have undergone change will be given the opportunity to re-select seating through the process identified above. This selection process will be completed no later than August 15, 2006 to provide the Agency the time necessary to make changes to the layout.

H. In recognition of the expedience required by the overall move process, nothing in this agreement shall be construed as dealing with post-move seating changes due to reorganization, employee additions or losses, etc.

For the Agency:

For the Union:

Mike Gaydosh (signed)

Dave Christenson (signed)

Date: 01/05/06

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