

## **An agreement between EPA, Region 8 and AFGE 3607 regarding seating selection in advance of the move and certain post-move circumstances.**

### **1. Pre-Move.**

One re-pecking will occur to accommodate staff changes that have occurred since the first space picking a few months ago. Accordingly, by September 8, 2006, each program will select work station/office space, starting at the beginning of the pecking order. The pecking order will include the permanent position of employees; staff on details at the time of the move will be in available spaces after the rest of the program has picked. The Human Resources Program will send out a current pecking order for each program to use. This deadline is the latest date possible for this exercise, due to various logistical and planning reasons.

### **2. Post-move [Living at the new building].**

A. For any work station that becomes vacant after the assignment of space described in step one, including after we have moved to the new building, the region will not permit moves into that space by existing staff, due to the costs incurred in moving employees. These types of moves include personal preferences or promotions which would affect an employee's spot on the program's pecking order.

B. New employees in a program [from within or outside the Region] will be housed in an available vacant work station. For more than one employee starting on the same day, the pecking order rules will define who picks first.

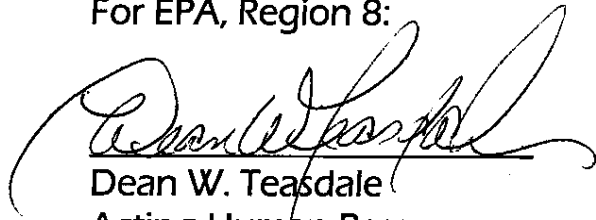
C. Any employee that nevertheless seeks a change of work station must request such change in writing to their supervisor. Management shall forward a copy of any employee or management initiated change request to the Labor and Employee Relations Officer who will inform the Union of the request. With the exception of extraordinary circumstances, such as immediate and emergency health and safety concerns, management shall not

approve or deny such requests until the Union has provided input, which shall be thoughtfully considered.

D. The supervisor will consider the entire circumstance, including whether the request constitutes an accommodation under the Americans with Disabilities Act, consult with the Human Resources Program, and decide whether to approve or deny the move. Employees who are denied permission may file a grievance in accordance with the collective bargaining agreement.

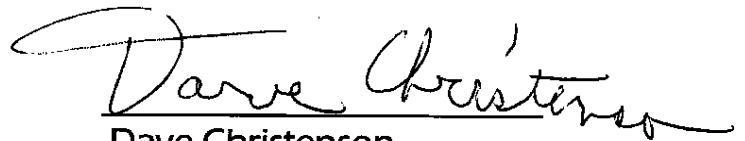
Agreed to, this 25<sup>th</sup> day of August, 2006

For EPA, Region 8:



Dean W. Teasdale  
Acting Human Resources  
Officer

For AFGE 3607:



Dave Christenson  
President, AFGE 3607