


**Region 8 Mid-Term Agreement
regarding
The Office of Enforcement, Compliance and
Environmental Justice Reorganizations**

This Agreement is entered into, by and between the United States Environmental Protection Agency Region 8 (EPA) and the American Federation of Government Employees Local 3607 (AFGE). This Agreement sets forth the parties' agreement with respect to the procedures and appropriate arrangements for the implementation of the reorganizations within The Office of Enforcement, Compliance and Environmental Justice. In the event (present and future) that any provision of this Agreement is found to be contrary to any requirement of the Master Collective Bargaining Agreement ("MCBA"), the MCBA will supersede this Agreement for that specific requirement(s) only.


1. EPA will schedule one formal discussion with each of the affected unit's employees to describe the reorganizations, the goals of the new organizational units, and the details of any foreseen changes in administrative support. The EPA further agrees to invite AFGE to send a representative to each meeting and provide a copy of any document or presentation used in any such meeting.
2. EPA agrees to provide administrative support to assist in the printing of new business cards for affected employees if the mail codes change.
3. The parties agree that new organizational units created by this reorganization are "organizational units" for purposes of operating under the parties' Work Station Assignments Agreement dated March 5, 2008.
4. EPA agrees to provide employees with notice and instructions on any needed changes to administrative systems.
5. This agreement will be effective upon Agency head approval or on the thirty first day after signature, whichever is earlier, and will continue in effect only for the life of the 2007 MCBA.
6. This agreement may be re-opened at any time by mutual consent.



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