

Memorandum of Agreement  
Between  
AFGE Local 2923 and NIEHS

Implementation of CBA

1. The recently bargained CBA will go into effect (be implemented) on December 2, 2014. The Agreement attached to the Union's email sent by Bill Jirles on November 18, 2014 is the final draft Agreement. This implementation of the CBA would not require Agency Head Review;
2. The two (2) provisions in the telework article (10.2 and 10.3) would be removed from the CBA and bargained separately beginning fifteen (15) days after signing of the CBA;
3. The Union will withdraw ULP-AT-CA-14-0458, on the date the CBA is implemented;
4. The Agency will provide a copy of the final version of the CBA to the Union in pdf format that is analogous to the one mentioned above with the following considerations:

If any changes are made to the attachment sent on November 18, 2014, they must be bargained first with the Union. The exceptions are changes in capitalization or punctuation that are grammatically correct according to standard English grammar rules. Correcting web links or URL's are acceptable. Formatting changes that do not alter the meaning or intent of the language, clause, or provision are also acceptable. Minor changes regarding technical details to make the document 508 compliant are also acceptable. Writing out acronyms is permissible.

Nothing in this MOA waives either party's rights.

For the Union:

/s/Bill Jirles

11/21/14  
Date

For the Agency:

/s/Lisa M. Powers

11/24/14  
Date