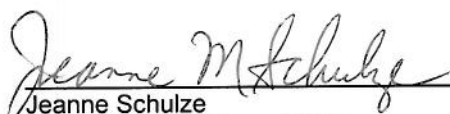
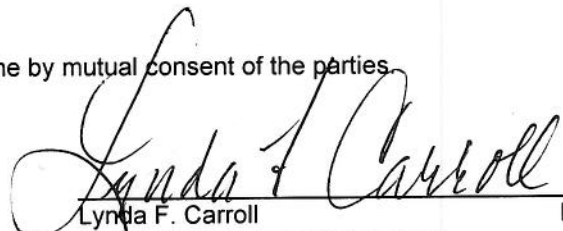


Memorandum Of Understanding between the American Federation Of Government Employees Local 1003 ("Union") and the Environmental Protection Agency Region 6 ("Agency") Regarding Coop Testing And Exercises

The parties enter into this agreement to address matters related to working conditions associated with the EPA's "Continuity Of Operations Plan" (COOP) exercises. The purpose of the COOP exercise is to test the EPA's ability to perform essential functions during an emergency caused by civil disturbance or terrorist act.

1. The Agency agrees to provide the Union access to the raw and summary results of any major COOP exercise participant surveys, excluding any personally identifiable information (PII). The parties agree to meet and discuss the results at the request of the Union.
2. An alternative work location is a location other than the employee's regularly assigned work station. All employees are encouraged to sign an Episodic Flexiplace Agreement with their manager for approval as soon as practicable in order to be prepared to telecommute in the event of a major COOP relocation exercise. This means that all flexiplace rules and guidance, such as being accessible to customers, supervisory/employee communication, leave administration, etc., will remain in effect during the COOP exercise.
3. Under the special circumstances of a major COOP relocation exercise involving where internal security practices, telework, social distancing, etc. are being evaluated, the parties agree that the one-year service and minimum performance requirements contained in the AFGE National Flexiplace Agreement shall be waived so that all employees have the opportunity to participate in COOP training.
4. The Agency agrees to give reasonable consideration to employee travel and leave requests during a COOP exercise.
5. The Agency agrees not to harvest any personal information from employee owned computers during a COOP exercise.
6. When a major COOP relocation exercise is scheduled in advance, employees and supervisors should plan for the portable work that employees will perform at the alternate work location. This is particularly important to plan for those employees whose primary work responsibilities are usually considered non-portable.
7. The parties recognize that some circumstances may prohibit some employees from working an alternate work location during a scheduled major COOP relocation exercise. If necessary, alternate arrangements will be made to test those employees' ability to work during a COOP situation.
8. The parties agree that the terms of this agreement shall not be used to seek or justify similar terms in other Regions, Labs, or Headquarters.
9. This agreement will be effective upon Agency approval and will continue in effect for 3 months from the date of signing.
10. This agreement may be re-opened at any time by mutual consent of the parties.


Jeanne Schulze
President, AFGE Local 1003
Date 1/28/11


Lynda F. Carroll
Assistant Regional Administrator
for Management (6MD)
Date 1-31-11