

Memorandum of Understanding Region 6 Management Division Retreat

This Memorandum of Understanding (MOU) is entered into by and between the Environmental Protection Agency, Region 6 (the Agency), and the American Federation of Government Employees, Council 238, Local 1003 (the Union). The purpose of this MOU is to set forth the Parties agreement and understandings with respect to the Region 6 Management Division retreats.

Section 1: Divisional Retreats

Both the Agency and the Union agree that the Management Division retreat is consistent with the tenets of training as characterized in Article 25, Section 1, of the Master Collective Bargaining Agreement (MCBA).

Section 2: Retreat Attendance

Whether attendance at retreats are mandatory or non-mandatory, the Agency will administer the retreat in accordance with all applicable laws, regulations, and Agency policies. Specifically, the Agency will comply with Public Law 106-58, Section 625, and EEOC Notice N-915.022

Section 3: Employee Accommodation

The Agency agrees to attempt to accommodate employee's personal hardships. If attendance at the retreat itself causes an employee hardship, the ARA for Management may excuse the employee from attending.

Section 4: Travel Expenses

The Agency agrees to follow all applicable rules and regulations regarding payment of travel expenses related to Management Division retreats.

Section 5: Excused Absences


It is the Agency's intent to excuse employees from mandatory attendance for:

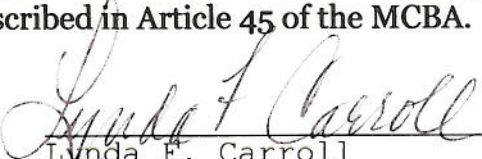
- Religious holidays/observances
- Medical appointments
- Medical conditions that may be adversely affected by attendance at the retreats. The ARA for Management will decide whether medical documentation is required for such conditions.

There may be other legitimate excused absences not identified above. In such case, other excused absences may be considered by the ARA for Management.

Section 6: MOU Reopener

The parties agree that circumstances under which renegotiations are appropriate during the life and term of this agreement are described in Article 45 of the MCBA.


Paul Scoggins Date
President, AFGE Local 1003


Lynda F. Carroll Date
Assistant Regional Administrator
for Management (6MD)