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Memorandum of Understanding
Article 5, Section 10 of the Master Collective Bargaining Agreement (MCBA)

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 Union's participation in new employee orientation sessions held by the Regional Personnel Office (RPO) of the Agency.

Management will notify the Union prior to scheduled RPO new employee orientation sessions to afford the Union the opportunity to participate in the orientation process for bargaining unit employees. The Union will be allowed sufficient time to address employees about employee rights and other appropriate matters; to provide a copy of the MCBA; and to explain the exclusive recognition of the local Union. The Union will not use this opportunity to solicit membership or collect dues.

This MOU will be effective upon signing subject to Agency head review.



Merrit Nicewander,
President, AFGE Local 1003



Lynda Carroll,
EPA Region 6 Assistant Administrator
for Human Resource Management

Date: March 8, 2004