

**MEMORANDUM OF AGREEMENT
HEALTH AND SAFETY FOR BARGAINING UNIT EMPLOYEES**

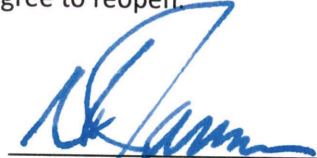
This Memorandum of Agreement (“MOA”) between the National Treasury Employees Union Chapter 280 (NTEU); American Federation of Government Employees Local 3331 (AFGE); and the Environmental Protection Agency (EPA or the Employer) (collectively, “the Parties”) addresses the health and safety for bargaining unit employees located at Headquarters, Washington, DC.

This agreement is established to ensure the health and safety of bargaining unit employees. The Parties to this agreement recognize there are agreements, policies, procedures, professional standards and federal laws which supplement or support this agreement (e.g., Clean Air Policy, OSHA, GSA, ASHRAE). The Parties agree there may be special needs of bargaining unit employees and will address these needs as necessary on an individual basis.

1. Furthermore, the Parties agree to the following for those spaces the Agency controls:
 - a) Carpeting, flooring, furnishings, painting and sealants will be selected for their low-off-gassing properties. Specifically, carpet and/or flooring will be off-gassed prior to installation, pursuant to manufacturer recommendations and GSA standards. Painting will be performed after hours, to the extent possible, and any work performed during business hours will have no impact to employees.
 - b) Any Agency copy rooms and/or printing centers will be ventilated according to GSA Health and Safety Requirements and/or GSA Building Standards.
 - c) The Agency’s Occupant Emergency Plans (OEPs) will remain current and accessible to all employees on the Agency’s Intranet site.
 - d) Video Display Terminals will be 508 compliant.
 - e) EPA will comply with GSA Health and Safety Requirements, including companion guidance, specifically in regards to Indoor Air Quality Management.
2. This agreement will come into effect upon Agency Head review or on the thirty-first (31st) calendar day after execution, whichever comes first.
3. This agreement will remain in effect for one year from date of execution, and will automatically renew annually. Any Party may reopen this Agreement by providing notice to the other two Parties no fewer than 30 calendar days prior to the anniversary date. At any time the Parties may mutually agree to reopen.

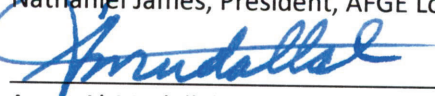
Signatures:

For AFGE Local 3331:


Nathaniel James, President, AFGE Local 3331


1/15/20
Date

For NTEU Chapter 280:


Amer Al-Mudallal, President, NTEU Chapter 280

1/15/20
Date

For the Agency:


Shaundrelle Watson, Chief Negotiator

1/15/20
Date