

MEMORANDUM OF UNDERSTANDING
WAIVER OF NTEU TELEWORK TIME-IN-SERVICE ELIGIBILITY CRITERIA FOR SAFETRACK

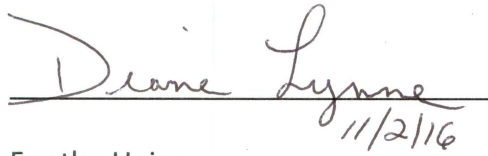
This memorandum of understanding (MOU) is entered into between U.S. Environmental Protection Agency (“EPA” or “Agency”) and National Treasury Employees Union Chapter 280 (“NTEU” or “Union”), Washington, DC. This agreement covers NTEU 280 bargaining unit employees.

BACKGROUND: In June 2016, the Washington Metropolitan Area Transportation Authority (WMATA) introduced a schedule of transit system repairs called SafeTrack that is disruptive to the commuting environment in Washington, DC. SafeTrack work is currently planned through at least October 2017.

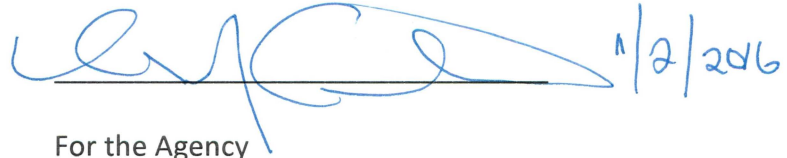
The Parties agree to the following:

1. The NTEU-EPA Collective Bargaining Agreement (CBA), Article 54, Telework, Section 8(A)(8), dated October 8, 2015, provides the following regarding an employee’s eligibility to participate in the telework program:
“Employees may be authorized to telework if: ... (8) The employee has been employed at the EPA for at least a reasonable “orientation” period of 90 days up to six (6) months, as determined by the supervisor. In addition to the basic eligibility requirements for EPA employees noted above, managers authorizing telework for new employees should consider previous federal service, if any, length and nature of previous work experience, and any previous experience teleworking.”
2. This MOU temporarily waives the eligibility criteria set forth in the NTEU-EPA CBA, Article 54, Telework, Section 8(A)(8). New employees (employees who have worked at the Agency for less than the stated “90 days up to six (6) months”), whose commutes are affected by SafeTrack, may now telework at the discretion of their supervisor even though they do not meet the Section 8(A)(8) criteria.
3. This agreement only applies to episodic telework requested to mitigate the impact of commuting disruptions. Employees requesting all other types of telework (regular, medical, unscheduled, and full-time) must still meet the eligibility criteria set forth in Article 54.
4. This memorandum will be effective November 7, 2016.
5. This MOU does not waive any other criteria set forth in the NTEU-EPA CBA.
6. This MOU will expire upon the completion of the WMATA-Metro SafeTrack Rehabilitation Plan.

7. Upon expiration of this MOU, employees not meeting the eligibility criteria set forth in the NTEU-EPA CBA, Article 54, shall not be authorized telework.


11/2/16

For the Union
Diane Lynne
President, NTEU Chapter 280


11/2/2016

For the Agency
Krysti Corbett
Deputy Director, Labor and Employee
Relations Division