

Memorandum of Agreement  
Between  
AFGE Local 2923 and NIEHS  
DEAS – DERT Employee Transition

“DEAS” employees are used herein for identification purposes but it is understood that on October 1, 2012 those 9 employees shall be transitioned to DERT and will become AFGE L 2923 bargaining unit employees.

The Agency agrees to provide the Union with the DEAS employee’s PD’s by October 1. The Parties agree to review the PD’s and work together where appropriate to make any necessary updates or changes. Union reserves the right to raise any concerns with Management over the PD’s once they are provided.

DEAS employees shall assume all rights, privileges, protections, etc. of the NIEHS bargaining unit once transitioned on October 1.

New laptops shall be provided to the DEAS employees.

Office space of at least 80 square feet shall be provided to the DEAS employees as soon as available to the maximum extent possible, no later than January 30, 2013.

The DEAS office move shall be conducted in compliance with the applicable and agreed to Sections of the July 31, 2012 Office and Other Space - Consolidated part of the new CBA.

DEAS employees shall be responsible for notifying DERT managers of existing scheduled and approved leave. Every effort by DERT Management will be made to honor any previously approved leave.

Employees shall not be rated on any new task or responsibility until they have been adequately trained which may include refresher, on-the-job, or formal training and only then 90 days after such training. Employees shall be assigned duties where they have been appropriately trained or have shown the ability to adequately perform the task(s).

The Agency agrees to provide a welcome/orientation for DEAS during the first week of October. This orientation shall include basic information or training regarding the transition, changes to expect, and new conditions of work (e.g., telework, AWS, PMAP).

No unofficial or undocumented action shall be continued once the employee is transitioned to DERT.

The Union will be notified of the total number of actions and action types for former DEAS BU employees who have actions that must be continued such as PIP’s or conduct/disciplinary related actions.

The DEAS employees shall be provided access to all systems or databases so that they can adequately perform their duties.

All DEAS employees shall be eligible to telework and other privileges or practices as DERT employees.

The Parties expect that this shall be a seamless and unproblematic transition.

Nothing in this document changes or waives either party's rights. Furthermore, this MOU is non-precedential.

For the Agency:

/s/ Noreen E. Gordon  
Labor and Employee Relations Specialist

19 October 2012

For the Union:

/s/ Bill Jirles  
President, AFGE Local 2923

10-19-12