

Memorandum of Understanding
Between
AFGE Local 2923 and NIEHS
Cafeteria Canteen

The Parties recognize that the new self-service or sundry store being established in the cafeteria is referred herein as a “canteen.” This is a pilot program and the vendor will determine its feasibility. The Parties agree that if the canteen is not feasible to continue within one year that the Agency shall provide the Union notice of discontinuance and provide the Union with any/all reports or information from the cafeteria regarding the reasons for the discontinuance. If the canteen remains in operation after 1 year then it will be considered a condition of work.

- 1) The cafeteria “canteen” will have the same hours as the cafeteria. Whenever hours change the agency shall provide the Union 15 days notice and opportunity to negotiate.

Cafeteria hours are: Monday-Thursday: 7am-3pm
Friday: 7am-2pm

- 2) All products at the canteen which have expiration dates with regards to product quality and freshness will have current and non-expired dates at the time of sale.
- 3) To the extent possible, the agency will ensure that all food offered in at the canteen will have a description of ingredients and caloric content as well as breakdown of fat, carbohydrates, and protein.
- 4) The agency will ensure that the canteen facility and services are accessible to handicapped or disabled employees, e.g., they are, at a minimum, in accordance with any/all accessibility and/or handicap rules, guidance, and regulations.
- 5) The Agency shall ensure that there is adequate space for employees to exit the cafeteria and shop/pay at the canteen.
- 6) The Agency will continue to offer similar drinks and coffee as they do currently in the area where the canteen will be set-up.

Nothing in this document changes or waives either party's rights.

For the Agency:

/s/ Noreen Gordon
Labor and Employee Relations Specialist

20 September 2010

For the Union:

/s/ Bill Jirles
President, AFGE Local 2923

9-20-10