

Memorandum of Understanding  
Between  
AFGE Local 2923 and NIEHS  
Pulse Action Plans

This MOU regards the aspect of the group and/or office-level actions plans submitted during the Pulse post-survey process. All other MOU's related to the Pulse survey are intact with the exception of those that have been explicitly changed below.

The Parties agree that the action plans shall be made available to NIEHS staff on the NIEHS Junction pages within 15 days after the signing of this document.

Action plans that contain recommendations, for example, establishment of promotion criteria or changes in space allocation, shall be bargained with the Union prior to implementation when those groups involve BUE's.

Any training activities shall follow current agreements, policies, and regulations and shall be fairly and equitably implemented that shall include diversity, e.g., grade, gender, race, etc.

Events involving break times, meal times, or beyond duty hours shall be conducted in a strict voluntary only capacity. Management shall encourage supervisors to hold such social, meet and greet, group activities, etc. during regular duty hours. No employee shall be coerced or required to attend such social gatherings and no employee will have it held against them in any way if they do not attend. When such events cannot be performed or conducted during duty hours the Agency agrees to provide timely payment of overtime and/or any other compensation to employees as appropriate and consistent with law.

Individual development plans (IDP) or other similar tools may be encouraged but shall be voluntary. No employee will be penalized for not developing an IDP.

The Pulse group-level action plans identified an overarching need for more and better career/professional development and training opportunities. The Agency agrees to work with the Union and negotiate a policy regarding career development that will encompass BUE's.

The Agency agrees to discuss with the Union a supervisory-feedback tool that would allow employees to evaluate their supervisors in a nonthreatening, constructive, and anonymous way.

All action plans shall be implemented as appropriate, in compliance with this MOU, and budget permitting.

The Agency agrees that during the course of implementing these action plans that as the need arises, discussions between the Parties shall occur to correct any disparities, cease any potential violations of this MOU, agreement, regulation, etc., and any other such issue to encourage and promote high morale among employees.

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

For the Agency:

Noreen E. Gordon  
Labor and Employee Relations Specialist

3 June 11

For the Union:

Bill Jirles  
President, AFGE Local 2923

6/3/11