

MEMORANDUM OF UNDERSTANDING

between

National Archives and Records Administration

and

American Federation of Government Employees Council 260

On August 1, 2024, NARA announced that it will be vacating the Hoffman Estates building where the Barack Obama Presidential Library currently resides. Pursuant to negotiations between the parties, and in the spirit of cooperative labor relations, NARA and AFGE Council 260 agree to the following provisions to address the impact of this transition on Obama Library bargaining unit employees:

1. Obama Library bargaining unit employees may elect to remain in the Chicago area or to relocate to the National Archives at College Park.
2. Obama Library bargaining unit employees who elect to remain in the Chicago area will transition to remote work agreements.
 - a. For employees that elect to work remotely, their official duty station will be their remote work site.
 - b. Employees with remote work agreements may be required to report in-person on an occasional basis, when there is a legitimate business need for them to conduct onsite work.
 - c. Employees with remote work agreements will be provided with 5 calendar days notice before being required to report onsite, except in cases of Agency exigency.
3. If the agency provides financial assistance for the relocation expenses of employees relocating to the National Archives at College Park, funds for bargaining unit employees will be allocated equally.
 - a. The Agency will require employees receiving relocation assistance to agree to remain employed by the Agency for a specific period of time. The duration of the retention agreement will be subject to bargaining with the Union.
4. The Agency will provide employees who are relocating with 40 hours of administrative leave for relocation activities.
 - a. Employees will have 30 days to use this leave from the first time that they first use it. Any administrative leave that is not used by this deadline will be forfeited.
 - b. Employees must use all the allotted administrative leave within 90 days of reporting for duty at the National Archives at College Park. Any administrative leave that is not used by this deadline will be forfeited.

AFGE, Council 260

NARA