

SETTLEMENT AGREEMENT

The American Federation of Government Employees, AFL-CIO (Union) and the Environmental Protection Agency, Wash., D.C. (Agency or EPA) agree to the following as full and complete settlement of unfair labor practice charges CH-CA-19-0290, WA-CA-19-0373, and CH-CA-20-0017:

1. The Agency will, within three business days, rescind the contract it implemented on July 8, 2019 and any resulting changes in conditions of employment, including changes to employees Compressed Work Schedules and Flexible Work Schedules.
2. The Agency will, within four weeks, make whole any bargaining unit employee (BUE) adversely impacted by the implementation of the Agency's July 8, 2019 contract to the extent that the difference between the Agency's July 8, 2019 contract and the parties' 2007 MCBA adversely impacted the BUE.
3. The Agency will maintain the terms of the 2007 MCBA during term negotiations and any impasse procedures.
4. The Agency will bargain over the articles open for term negotiations per the parties' 2013 Ground Rules Agreement and Addendum (Ground Rules Agreements).
5. The Agency and Union will, within two weeks, schedule the first bargaining date and time by mutual agreement.
6. The Agency will not insist to impasse over permissive proposals and subjects, such as opening additional articles or provisions not included the Ground Rules Agreements.
7. The EPA Administrator will sign the attached notice and the Agency will, within two weeks (of executing this agreement), post it in conspicuous places within the EPA, including bulletin boards and all other places where the Agency customarily posts notices to employees represented by the Union. The Agency will keep the notices posted and maintained for 60 consecutive days from the date of posting.
8. The Agency will, within two weeks, e-mail a copy of the signed and dated notice to all employees represented by the Union at the EPA. The message of the e-mail transmitted with the Notice will only state: "We are distributing the attached Notice to you pursuant to a Settlement Agreement."

In consideration of the foregoing, the Union withdraws unfair labor practice charge CH-CA-19-0290, WA-CA-19-0373, and CH-CA-20-0017.

For Agency:

For the Union:

Date

Date