

**MEMORANDUM OF UNDERSTANDING
BETWEEN
U.S. CUSTOMS AND BORDER PROTECTION
AND
NATIONAL TREASURY EMPLOYEES UNION, CHAPTER 128**

Title: Office of Border Patrol Renovation and Move

This Memorandum of Understanding (MOU) is entered into by and between U.S. Customs and Border Protection (herein after referred to as "CBP") and the National Treasury Employees Union, Chapter 128 (herein after referred to as "the Union, NTEU, or Chapter") for the move of employees and renovation of office space under the Office of Border Patrol (OBP), located in the Ronald Reagan Building (RRB), Washington, DC.

The Union received a briefing on the proposed move on August 20, 2014.


Terms

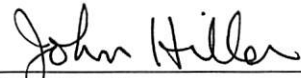
1. For purposes of this MOU, seniority is time as a federal employee within the Office of Border Patrol. In the event it is necessary to resolve ties,
 - a. By time in current job series, thence
 - b. By time in CBP and its legacy agencies, thence
 - c. By total time in the federal government, thence
 - d. By a coin toss.
2. Employees will have choice of cubicles within their assigned division work area, by seniority. Work area is defined as the area occupied by a group of employees assigned to a common supervisor.
3. Seating arrangements provided in the Woodies swing space (the temporary location during renovation) will not apply to the newly renovated space within the 6th floor of the RRB. Seating arrangements within the OBP 6th floor renovated space will be determined based on the criteria within Section 2 above.
4. Cubicles shall be no smaller than 63 square feet and have a lockable door. Lockable doors will not replace the employee's responsibility to adhere to CBP's IT Security Awareness and Rules of Behavior.
5. The wardrobe in the cubicle shall enable the full width to be used for uniforms or other apparel.
6. Cubicles shall not be shared.
7. The Union shall receive copies of initial and final space plans.


8. CBP shall provide a building safety orientation and/or a copy of the building emergency plan to each affected employee no later than one week after occupancy of the renovated space.
9. Employees will be made aware of the nearest lactation facility.
10. CBP will provide employees affected by the renovation with moving boxes and supplies. No bargaining unit employee will be required to physically move boxes, computers, or other items associated with the relocation. CBP will not be liable for damage to personal property.
11. Employees will be allowed to label their current RRB chairs. All labeled, unlabeled, or currently assigned ergonomic RRB chairs will be moved back to the newly renovated space at the same time as the boxes.
12. The existing break rooms (vending rooms) that are centrally located within the RRB will not be modified as a result of this renovation. Pantries will be provided throughout the 6th floor renovated space as outlined in the renovation plans. NTEU can continue to use the current bulletin boards within the existing 6th floor break room as an “official bulletin board.”
13. NTEU Chapter 128 will be provided, by e-mail, with a copy of the OBP employee communications regarding the renovation.
14. NTEU Chapter 128 President, Executive Vice President, and Chief Stewards shall be granted access to the 6th floor OBP reception area.
15. A preoccupancy inspection will be conducted, per the CBP Occupational Safety and Health Handbook.

Effective Date

This MOU will be submitted for Agency Head Review immediately after the final signature. This MOU will become effective date thirty-one (31) days after the date of the last signature, or after Agency Head Review under 5 USC § 7114(c), whichever occurs first.


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U.S. Customs and Border Protection
12/31/14
Date


John M. Hiller
Chapter President
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