

MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is an agreement between the Government Accountability Office (GAO or Agency) and the GAO Employees Organization, IFPTE, Local 1921 (IFPTE, Local 1921 or the Union) in connection with the renovation of GAO's Chicago Field Office. The parties hereby agree as follows:

I. Health and Safety

1. The GAO will continue to provide information to bargaining unit employees and their Union representatives concerning renovation of the Chicago Field Office, including updating the documents and wiki established to keep employees informed of the status of construction.
2. For informational purposes there are no hazardous materials that have been identified either existing or utilized in the construction. Plastic vapor barriers will be placed between the renovation area and adjacent area with a zippered single point of entry. Air from the renovation area is exhausted to the outside and fresh air is pulled from outside the building and does not mix with air from the renovation area. Drywall will be cut outside the work space to the extent possible and wet sanding will be utilized to eliminate dust. The renovation area will be vacuumed daily and debris will be taken out at the end of the day in a carry all cart with covers.
3. GAO Chicago Field Office management will work with the GSA representative and on-site construction manager to monitor construction and address any issues that may arise.

II. Alternative Workspace Provided by GAO

1. GAO will provide alternative workspace in the Chicago Field Office for bargaining unit employees displaced from their workspace, including bargaining unit employees whose workspace is adjacent to and/or affected by the space under renovation, during the renovation that is comparable to the space they previously occupied to the extent available. GAO will notify staff affected by a construction phase of alternative workspace arrangements at least one week in advance.
2. GAO will designate an area for bargaining unit employees displaced by the renovation and using alternate workspace in the field office to store and have access to their roll-away cabinets if they choose to use one.
3. GAO will provide cell phones to any staff in alternative workspace it provides that does not have a phone for each person working in that space.
4. Employees may have their monitors, docking stations, and keyboards set up for use in the Huron room or other alternative workspace in the Chicago Field Office that does not have an existing monitor, docking station, and keyboard while they are displaced from their usual workspace.
5. GAO Chicago Field Office management will ensure that at least one ad-hoc meeting room space and one lactation space is available throughout each phase of the renovation so that

employees may reserve them through either the online meeting room booking system, or a DM document, or a hard copy sign-up sheet.

III. Telework Arrangements

1. GAO reminds bargaining unit employees displaced by the Chicago Field Office renovation that they may make requests for a short-term telework arrangement. GAO Human Capital Office will remind Managing Directors to timely respond to requests for telework or designate someone to respond to request for telework in their absence.
2. Chicago employees can use Episodic Telework arrangements already in place pending approval of Short Term Telework arrangements.
3. Each staff person teleworking shall be provided a cell phone if they do not have land line or another cost effective alternative available.
4. Staff who are teleworking shall be permitted to incur and be reimbursed for reasonable expenses for printing and faxing documents, as well as for other incidental and reasonable work expenses that are incurred, and are definable and measurable as being required for official business.

IV. Other

1. After renovation of a phase is completed, the same furniture that was removed from the workspace will be returned and installed in the same manner.
2. Union representatives in the Chicago Field Office who are displaced from their workspace as a result of the renovation may conduct representational duties on official time in accordance with the parties interim collective bargaining agreement while teleworking.
3. When the 7th floor bathrooms are not available, keys to bathrooms on other floors shall be readily accessible to staff.
4. GAO management will advise the designated union representatives as soon as possible, but not to exceed one business day, regarding any delays in the construction schedule or any other changes regarding the renovation.
5. There will be a weekly status meeting, unless both parties agree to cancel a particular weekly meeting, with GAO's Field Office Management and a Union representative to discuss any issues that may arise related to the on-going renovation, and will continue to consult with the Union concerning the renovation.
6. The parties recognize that weekly status meetings are being established by this agreement in order to facilitate resolution of issues that may arise related to the renovation.
 - a. Material changes to the renovation that could not be foreseen by the Union at the time of this agreement and are not resolved through the weekly status meetings are not covered by this MOU.
 - b. Any request to negotiate arising from Article IV, section 6 (a) must be made within five business days, from the date a Union representative was informed by GAO's Field Office Management of the material change pursuant to Article IV,

section 4. A timely request to negotiate under this subsection shall not delay or halt the Chicago Field Office renovation.

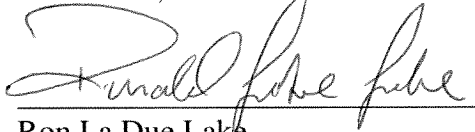
Executed this 2 day of October, 2009:

For the GAO:



Eric R. Adams
Director of Workforce Rel., HCO

For IFPTE, Local 1921:



Ron La Due Lake
President