

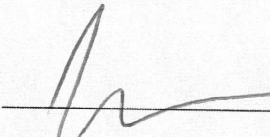
**Memorandum of Understanding (MOU) between US EPA and National Treasury Employees  
Union: US EPA Telework and Remote Work Article**

This agreement is entered into between the United States Environmental Protection Agency ("EPA") and National Treasury Employees Union ("NTEU" or "the Union"), regarding implementation of the EPA's Telework and Remote Work Policies. The Telework and the Remote Work Policies dated March 8, 2022, (and attached as Appendix A), were developed in part from employee listening sessions and pre-decisional involvement with the Union.

Terms of this MOU including existing agreements that the Parties agree to modify are as follows:

1. **Telework Policy.** The Parties agree the Telework Policy referenced above is adopted in its entirety and in conjunction with the Remote Work Policy referenced above, supersedes Article 54 of NTEU's October 8, 2015, Collective Bargaining Agreement with EPA ("the Union's CBA").
2. **Remote Work Policy.** The Parties agree the Remote Work Policy referenced above also is adopted in its entirety, and in conjunction with the Telework Policy referenced above, supersedes Article 54 of the Union's CBA.
3. Agency Head Review has already occurred for the Telework Policy and Remote Work Policy, and EPA approved each policy. The Parties reiterate their agreement signed on March 31, 2022, regarding the staged physical return to office.
4. The Agency will promptly review and update any telework and remote work forms, as may be necessary to ensure they reflect terms contained in Appendix A and this MOU.
5. Employees on remote work who wish to come to the office periodically for work-related reasons may do so with supervisory approval.
6. The Agency will meet with NTEU, upon request, to discuss issues or concerns with the telework and/or remote work policies.
7. The Parties will continue negotiating over work schedules with the goal of expediting those negotiations to reach agreement for a new article in the Union's CBA addressing such matters.
8. This MOU will be in effect concurrent with the Union's CBA, unless otherwise agreed to.

For the Union :

  
Name \_\_\_\_\_ Date 4/22/22

For the Agency:

JOHN BRESLIN Digitally signed by JOHN BRESLIN  
Date: 2022.04.21 15:47:07 -05'00'  
Name \_\_\_\_\_ Date \_\_\_\_\_