

1. The Center and AFEU recognize and agree that all applicable provisions of our Negotiated Agreement will be followed in regards to the new N232 "Sustainability Base" (a.k.a. "Green Building"). This includes , but is not limited to, relevant provisions of Article V (Employee Rights); Article XI (Environment, Health and Safety); Article XXXIV (Office Moves and Workspace Relocation); and any other relevant provisions that may apply during the initial move-in phase and long-term continued employee occupancy.
2. Refrigerators and Microwaves:
 - a. The new building includes several shared kitchen areas with modern, energy-efficient refrigerators and microwaves for the use of building occupants.
 - b. The Center will honor individual employee requests to have a small, energy-efficient personal refrigerator in the employee's work space when necessary to accommodate a bona fide medical need (e.g. cold storage of insulin). Such requests may be presented directly to the employee's supervisor, or through the Ames Health Unit. The employee will be responsible for his or her approved personal refrigerator.
 - c. Janitorial service for the shared kitchen areas will be equivalent to that provided for shared kitchen facilities in employee work areas elsewhere on the Center, including the Center HQ in N200. Except for incidents posing an immediate risk to people or property, janitorial personnel will not be asked or authorized to "police" or otherwise interfere with refrigerators or microwaves.
3. Working Environment:
 - a. Consistent with Article XI, Section 19 of our Negotiated Agreement, the environmental features of the new building include state-of-the-art heating, cooling and ventilation systems designed to ensure appropriate temperature ranges in workspace areas, consistent with national efforts to conserve energy.
 - b. Consistent with Article XI, Section 1, our shared goal is to comply with applicable regulations regarding employee work environment. These regulations include GSA standards incorporating ASHRAE industry standards relevant to specific types of buildings.
 - c. Employees should bring problems regarding workplace temperatures to the attention of the Facilities Service Manager and their supervisor.
4. Monitoring of individual calendars and energy use:
 - a. The building control system design may allow monitoring of individual computer calendars, to allow the building to anticipate and manage energy needs for lighting, heating and cooling of work spaces and conference rooms.
 - b. This calendar monitoring capability is not intended as a "time clock" and will not be relied on as a "timecard" to monitor or enforce employee time and attendance.
 - c. The building is also designed to allow monitoring of energy use, including individual work stations. The data is intended to be used for research purposes, and to inform and encourage employees regarding better energy use.

- d. Center policy is that poor energy practices will be addressed through counseling to promote better energy use rather than discipline. Therefore, except for criminal violations, energy use data collected in N232 ~~will~~ shall *[change initialed by signatories]* only be used to improve the building's performance and energy efficiency and for potential scientific research and development.
 - e. Use of data collected will be consistent with Human Research Institutional Review Board (HRIRB) requirements (APR 7170.1), where applicable.
5. "Personalization" of individual work space:
- a. Consistent with general practices regarding open space work areas across the Center, individual employees may "personalize" their work stations consistent with the legitimate needs of coworkers and the Center.
 - b. Management's concerns are limited to safety, damage to furniture or property, unobstructed light and air flow, and any personal displays offensive to coworkers or inconsistent with Agency and legal standards, including but not limited to inappropriate political or sexual material.
6. Addressing unanticipated problems
- a. The Parties recognize that with new technology and new work environments, it is impossible to anticipate every concern that may arise.
 - b. Either Party may reopen the agreement by providing a summary of their concerns to the other Party within the re-opener windows listed below:
 - c. Six-month re-opener window: June 1, 2012 to June 15, 2012
 - d. One year re-opener window: December 3, 2012 to December 14, 2012
7. This agreement addresses the impact and implementation of this new building, including the application of relevant provisions of our Negotiated Agreement to specific aspects of the new building, in response to the Center's attached 2/6/11 "Outline of information for Union re: Sustainability Base N-232 ("Green Building") It does not modify or supersede any provision of our Negotiated Agreement, or waive the rights or obligations of either Party or the affected Bargaining Unit employees.

For the Center:

/s/ Deborah L. Feng

For the Union:

/s/ Chris Knight Nov. 9, 2011
/s/ Leland S. Stone

Attachment: 2/6/11 "Outline of information for Union re: Sustainability Base N-232 ("Green Building"):

- Occupancy date: planned occupancy by late April—early May likely to be extended to June-July or later, depending on funding and acquisition of furniture.
- Organizational occupancy: A current floor plan will be provided to the Union.
- Workspace assignments within each org space will meet criteria of Article XI Sections 1 and 19:
 - Individual seating assignments will be discussed within each tenant organization.
 - Union will be invited to participate in any discussions between management & BU employees on this matter.
- Moves of BU employees will follow all requirements of Article XXXIV
- Employee amenities and personal preferences:
 - Common (shared) kitchen areas, including refrigerator and microwave
 - Heating, cooling, ventilation and lighting will be centrally monitored and controlled, compliant with Article XI Section 19
 - Plans include individual floor vents for each work space, controlled by the employee
 - Per discussions with Union in June 2010 re: uses of central monitoring data:
 - Employee calendars are used for climate control and energy efficiency (heating/cooling meeting rooms etc)
 - Work station energy use is to inform employees and encourage more efficient energy use
 - Routine central monitoring is not intended to be used for disciplinary purposes
 - Personalization of employee work spaces:
 - Management may limit due to safety and protection of government property .
For example:
 - Heavy objects that may fall in case of earthquake; trip hazards; etc.
 - Picture hanging etc. that may damage furniture, partitions, etc.
 - Ensuring that watering of personal plants won't damage furniture, carpets, computers etc.
- Parking and building access:
 - Parking lot near buildings 19 and 25 will be available
 - We will paint cross-walks & install electronic turnstile in black fence (similar to N-241)
 - Handicap parking & wheelchair access will be along Bush Circle in front of N-232, which is consistent with relevant prior agreements between Center & Union.

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