

ARTICLE 15 Union Rights

Section 1.

The Union has been accorded exclusive recognition as the exclusive representative of the employees in the unit it represents and is entitled to act for and negotiate collective bargaining agreements covering all employees in the unit.

Section 2. Formal Discussions

The EPA Unit President or designee will be notified via electronic mail at the earliest practicable date in advance of any formal meetings. The Union recognizes that circumstances may arise with regard to health, safety, facility, or security concerns that require immediate action. In those circumstances, the Agency will provide the Union with notice of a formal meeting as soon as possible. If the Union is unable to provide representation at the meeting due to time constraints, the Agency will give reasonable consideration to postpone the meeting.

The union representative will introduce themselves to the organizer of the meeting, stating their role for attending the meeting is to represent the interests of the bargaining unit. The Union representative may participate in but not disrupt formal discussions. In such discussions, the Union may ask questions and may outline the Union's position concerning the issue(s) discussed.

The Union representative may also inform their bargaining unit employees of their availability to privately discuss or consult with the Union. If an employee(s) wishes to discuss or consult with the Union regarding any matters discussed at the meeting, they may do so.

Section 3. Right to Represent Employees without Restraint, Interference, Coercion, or Discrimination

The Agency shall not restrain, interfere with, coerce, or discriminate against designated representatives of the Union in the official exercise of their responsibilities as representatives on behalf of an employee or group of employees within the bargaining unit.

Section 4. Bargaining Unit Status Report

Every quarter the Agency will provide, at no cost, electronic bargaining unit status to the Union. These bargaining unit status reports will be in an excel spreadsheet or similar format with similar functionality and will include the following information: the employee name, e-mail address, grade and step, position title, organizational element/unit broken down by Region Division, Branch, location and Section/mail code.

In the event the Union brings any discrepancies or inaccuracies in the quarterly bargaining unit status report to the Agency's attention; the Agency shall resolve the issue and inform the Union that the issue has been resolved as soon as practicable.

Section 5. Union Access to Information Regarding Changes in Personnel Policies, Practices, Conditions of Employment, and/or New Rules or Regulations

A. The Agency recognizes its obligations to provide the Union or its authorized representative, upon request, data within a reasonable time period pursuant to the standards set forth in 5 USC Section 7114(b)(4).



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