

---

Please see below.

---

## ARTICLE 10

### Space

The Department and the NCFLL agree that issues concerning employee work space should be dealt with at the office location between the affected employees and local Management to the fullest extent possible. When Management makes a decision that a change in employee work space is necessary (including relocations as well as renovations), Management will notify the designated union representative of the proposed change.

- A. Local Management should involve the affected employees and the designated office Steward early in the process to obtain employee and Union input. It is desirable that issues concerning space be resolved informally through discussion among the affected employees, the office Steward, and local Management, with the understanding that any unresolved issues can always become the subject of formal bargaining.
- B. After the informal process as described in Section (A) has concluded, the Office of the Regional Administrator – OASAM, will notify the union of the final disposition of the informal process. The NCFLL may then request bargaining in accordance with the terms of Article 4 of the Agreement. The union’s designated representative with the concurrence of Management may delay negotiations to permit resolution of issues among affected employees, the office Steward, and local management.
- C. The parties acknowledge that external constraints (GSA, lessors, etc.) must be taken into account in connection with such informal or formal attempts at resolution.