

## MEMORANDUM OF AGREEMENT

The National Treasury Employees Union, Chapter 73, and the Cincinnati Service Center (CSC) have agreed upon the following policy regarding smoking in the CSC. Both parties enter into this agreement with the mutual goal of contributing to the health of all employees, while giving as much consideration to smoking employees as case law, precedent, and prudent good use of government funds will allow.

Effective August 1, 1997, smoking will not be permitted in any CSC leased, owned, or occupied space or future space. This agreement pertains to the following buildings: main service center, Marx, Turfway Office Park, Files, and the Florence Annex; and includes lobbies, all work areas, private offices, break rooms, rest rooms, etc. In addition, at the main service center building, smoking will not be permitted at the Fourth Street entrance or within 15 feet of any other entrance. Ash trays/receptacles will remain at all entrances.

Gateway Center (GWC) is currently a smoke-free building. Smoking is not permitted at the main entrance but has been permitted in the parking garage on Parking Levels P1, P2, and P3. Effective August 1, 1997, smoking will be permitted only in the alcove area on P1. Adequate ash trays/receptacles will be provided in the alcove area and benches from the elevator entrance areas will be moved to the alcove. Existing ash trays/receptacles will remain in place at the GWC main entrance but will be removed from the elevator entrance areas on P1, P2, and P3. Smaller receptacles will be placed on the walls near the doors to elevator entrance areas on each parking level.

Employees who wish to smoke may leave the work area and go to an outside designated smoking area only during their break and lunch periods.

By October 1, 1997, or as soon thereafter as possible, management will provide covered shelters with plexiglass sides at these buildings: 2-4 shelters at the main service center, 1 or 2 shelters at the Florence Annex, and 1 shelter at Files. Shelters are not necessary at the Marx or Turfway buildings. Marx has a covered entrance area. Turfway has a covered rear entrance area and a covered dock. The rear entrance area is currently available for smokers. The dock area will be available August 1, 1997. Smoking is prohibited within 15 feet of the entrances to the Files and Florence Annex buildings. Because of limited space, smoking is prohibited within 5 feet of the entrances, where smoking is permitted, to the Marx and Turfway buildings.

In the event the shelters in the courtyard at the main service center building are not constructed by August 1, 1997, employees may continue to smoke inside but only in the main cafeteria. Once the shelters in the courtyard are completed, even though the other shelters planned for the main service center building may not yet be completed, smoking will be prohibited in the main cafeteria.

In the event shelters are not provided by August 1, 1997, at the Florence Annex or the Files buildings, employees may smoke in the canteens until the shelters are available.

Management and NTEU will jointly solicit employee interest for smoking cessation programs. Management will pay the cost of one complete in-house smoking cessation program for each interested employee subject to the availability of funds. Employees must demonstrate their commitment to cease smoking by attending all required classes/meetings in order for management to pay for the smoking cessation program. In the event funds are not available for all interested employees to attend, preference will be given based on the IRS entered-on-duty date with ties broken by service computation date.

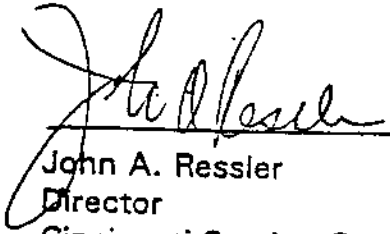
Any employee who smokes and is on the roles as of June 1, 1997, may attend one such program. For smoking cessation classes held during an employee's tour of duty, an employee may use annual leave, leave without pay, or credit hours to attend the program and to travel to the IRS building where the training is being conducted. Mileage costs will not be reimbursed. Employees in nonpay status may attend on their own time.


This agreement becomes effective August 1, 1997, subject to agency-head approval, and will remain in effect until the expiration of NCIV.5. The parties may mutually agree to reopen the agreement at any time.

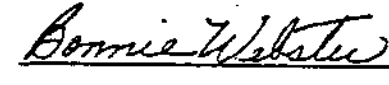
A copy of this agreement will be provided by management to all employees.

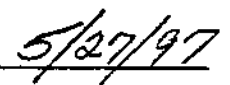
FOR MANAGEMENT:

FOR NTEU, CHAPTER 73:

  
\_\_\_\_\_  
John A. Ressler  
Director  
Cincinnati Service Center

  
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Date

  
\_\_\_\_\_  
Bonnie Webster  
President, NTEU, Chapter 73

  
\_\_\_\_\_  
Date