

**NTEU Chapter 282 Proposals Concerning the Move of the Divisions
ONDQA/DPA-II and ONDQA/DPA-III from their current location on the
Second Floor of Wing #4 of WO Building #22**

**A. Proposed Move of ONDQA/DPA-II from its Current Location at the
North Side of the Second Floor of Wing #4 of WO Building #22 to the North
Side of the First Floor of Wing #4 of WO Building #22.**

Following the briefing of April 10, 2008 the union officials conducted an investigation to compare the two office spaces. The results of the investigation are given below:

**a. Comparison of the North Side of Second Floor of Wing 4 of WO22 bldg to the North
Side of First Floor of Wing 4 of WO22 bldg.**

Management has proposed to move ONDQA/DPA-II from the North Side of Second Floor of Wing 4 of WO22 bldg to the North Side of First Floor of Wing 4 of WO22 bldg. In effect management has asked the chemistry reviewers of DPA-II to move from the superior office space that they are currently occupy to an inferior much less desirable office space without adequate auxiliary facilities. The proposed space at the North Side of the First Floor of Wing 4 of WO22 bldg is inferior to the space in which the BUEs of ONDQA/DPA-II are currently located for the following reasons:

1. Overall the North Side of First Floor of Wing 4 of WO22 bldg does not receive as much natural light as the floor and wing in which DPA-II is currently located. This is because the proposed location is one floor below and mainly because there is a wall that is obstructing the light from the South Side. Overall the entire area and particularly the inside offices are darker in comparison with the offices in the North Side of Second Floor of Wing 4 in which DPA-II is currently located. The poor lighting conditions in the proposed area makes this area unsuitable and undesirable for the chemistry reviewers that due to the nature of their work spend a lot of time in their offices. Also, the view is better from the second floor which makes it for the chemistry reviewers a more pleasant place to work.
2. In the current space, North Side of Second Floor of Wing 4 of WO22 bldg., there are 15 window offices (regular size) that are occupied by bues. Thirteen of these offices are equipped with peninsula type of desks. These desks had been selected by the bues when they moved to WO22 in October 2005. The proposed space, North Side of First Floor of Wing 4, has 15 regular size (SF 95-109) window offices of which 6 have been allocated to non-bues. This does not include the 3 E/F window offices. This means that by moving our bues to the first floor, our bues will lose 6 window offices. Also, all desks in this area have a configuration where the bues have their backs to the door. It should be noted that the BUEs overwhelming selected peninsula type of furniture because this type of furniture is better suited for the review work and tasks.

3. The current Division Document Storage Room (Rm 2447) has floor dimensions of approximately 19ft3in x 9ft3in and it is equipped with 18 file cabinets and shelves. The proposed space, North Side of First Floor of Wing 4, does not have a Document Storage Room.
4. The current Copy Room (Rm 2431) has floor dimensions of approximately 19ft x 12ft. It is equipped with one photocopier machine, three printers, two faxes, one shredder and several cabinets and shelves for supplies. The proposed space, North Side of First Floor of Wing 4, has a small room (Rm 1147) which functions both as a Pantry and a Copy Room. The floor dimensions of that room are 10ft5in x 10ft5in. It has one photocopier machine which is very close to the refrigerator, about 8 inches away when the refrigerator door is opened. It has very few cabinets for supplies. There is no space to accommodate printers, fax machines, shredders, paper recycling containers, or an additional photocopier machine. At any rate, it is unacceptable to have the copy machine in an area where employees may prepare their coffee or their food. It should be noted that during maintenance or operation of the equipment, ink toner particles could spread into the refrigerator and on the counter where the employees prepare their food. This is an unacceptable situation.
5. The current Mail Room (Rm 2411) has floor dimensions of approximately 19ft x 11ft. It is equipped with large mail boxes and file cabinets. The proposed space, North Side of First Floor of Wing 4 does not have a Mail Room. Instead, it has a few small mail boxes in the corridor next to Room 1147.
6. The current Pantry Room (Rm 2427) has floor dimensions of approximately 19ft x 11ft. It is equipped with two tall tables with six tall chairs, very good lighting, two storage closets, one refrigerator, three microwave ovens, one sink with a large counter space, and several storage cabinets above and below the sink counter. There is adequate space for at least six employees at a time to have lunch. The proposed space, North Side of First Floor of Wing 4, has a small room (Rm 1147) which doubles as a Pantry and a Copy Room. The floor dimensions of that room are 10ft5in x 10ft5in. There is no space for employees to have their lunch in that room. See item 4 above.
7. The current space that Review Chemists of DPA-II and DPA-III occupy has available a Reading Room (Rm 2409) with floor dimensions of approximately 10ft6in x 9ft5in. This area is equipped with shelves and has a counter. It is used to store reference books and professional publication which are used by both the DPA-II and DPA-II division reviewers in their work. The proposed space, North Side of First Floor of Wing 4, does not have such a room
8. The current space that Review Chemists of DPA-II and DPA-III occupy has available a additional Pantry Room (Rm 2400) which has floor dimensions of 9ft14in x 10ft3in. This room is equipped with storage cabinets above and below the sink counter, a sink, a refrigerator, and a microwave oven. The proposed space, North Side of First Floor of Wing 4, does not have such a room.

9. The noise from computer equipment in Room 1413 is excessive and affects the rooms in the vicinity (Rooms: 1465, 1463, 1428, 1430, 1432, 1434, 1469, 1467, 1472, and 1471). Also, the heat generated from the computer equipment in this room is excessive and affects the temperature of the nearby rooms. These conditions are deplorable for any bu working in the vicinity performing drug reviews.
10. During the briefing of Thursday April 10, 2008, it was revealed that construction will be needed to correct the noise. However, it is not certain that this will correct the noise problem.
11. It should be noted that management assigned the window offices for both the BUEs and non-BUEs without consulting with NTEU Chapter 282.
12. The security of this space is not adequate because it is next to the conference rooms. Any visitor that is using the nearby conference rooms could have an easy access to the review area where confidential documents are kept.

For comparison purposes the Table below summarizes the advantages and shortcoming of the office spaces:

Table Denotes Comparison (not in order of importance)

Current Condition 2nd Floor of North Side of Wing 4, WO22	Proposed Condition 1st Floor of North Side of Wing 4, WO22
More natural light	Less natural light
Better view	No view
15 exterior window offices	6 exterior window offices
13 peninsula desk	0 peninsula desk
Selected furniture layout	No selection option
Large Copy Room (copier, 3 printers, 2 faxes, one shredder, several cabinets, shelves, and supplies)	Small copy room shared with pantry (i.e., refrigerator; no room for supplies, printer, fax, shredder, paper recycling) Copier in very close proximity to refrigerator which provides potential for food contamination by ink toner, etc. which is inappropriate working conditions for public health service employees.
Mail room	No mail room
6-person capacity lunch/pantry space	Limited to none lunch/pantry space
Reading room	No reading room
Additional Pantry	No additional pantry
No noise	Excessive Noise
No extreme temperature conditions	Extreme temperature conditions
No current or anticipated construction	Anticipated construction for soundproofing; no guarantee that such construction will fix noise problem

B. Proposed Move of ONDQA/DPA-III from its Current Location at the South Side of the Second Floor of Wing #4 of WO Building #22 to the First Floor of Wing #6 of WO Building #21.

Following the briefing of April 10, 2008 the union officials conducted an investigation to compare the two office spaces. The results of the investigation are given below:

b. Comparison of the South Side of Second Floor of Wing 4 of WO22 bldg to the First Floor of Wing 6 of WO21 bldg. Move of ONDQA/DPA-III

Management has proposed to move ONDQA/DPA-III from the South Side of Second Floor of Wing 4 of WO22 bldg to the First Floor of Wing 6 of WO21 bldg. In effect management has asked the chemistry reviewers of DPA-III to move from the superior office space that they are currently occupy to an inferior much less desirable office space without comparable auxiliary facilities. The proposed space in the First Floor of Wing 6 of WO21 bldg is inferior to the space in which the BUEs of ONDQA/DPA-III are currently located for the following reasons:

1. Currently there are 11 regular size window offices that are occupied by Chemistry Reviewer BUEs located in the South Side of Second Floor of Wing 4 of WO22 bldg. In the proposed location, First Floor of Wing 6 of WO21 bldg, only 5 window offices have been assigned to BUEs. These offices are located in the North Side of the First Floor of Wing 6. The offices in the South Side of the First Floor of Wing 6 are not window offices (1677, 1673, 1669, 1665, and 1661). By moving to the new location, our review chemists will be losing 5 window office spaces. Our BUEs have been in their current offices for more than 2.5 years.
2. The floor diagrams have indicated plans for future construction to convert exterior window offices from 4 to 6. Such construction will result in smaller offices and will be extremely disruptive to the entire floor of offices
3. There is a small Pantry Room (Rm 1641) with floor dimensions of 7ft1in x 6ft6in located at the West end of Wing 6. It has one refrigerator, microwave oven, and one sink. At the East end of this wing there is a Pantry Room (Rm 1502) which is shared with the employees of the first floor of Wing 5. The Pantry Rooms (Rm 2427, Rm2400) currently used by the DPA-III employees are better.
4. The Copy Room (Rm 1504) has two photocopy machines. It is a very restricted room much smaller than the currently Copy Room (Rm 2431). It does not have adequate space to accommodate printers, fax machine, shredder, etc.
5. The area of 1st floor of wing 6, WO21 is stuffy. In the past this floor had been flooded.
6. Both sides of the 1st Floor of Wing 6 have less brightness because they are on the first floor and because the ceilings are higher. The brightness of office space that the

review chemists currently occupy is better because it is on Second Floor of WO22 bldg.

7. The office space currently occupied by the review chemists of DPA-III has more sunlight and better view.

For comparison purposes the Table below summarizes the advantages and shortcoming of the office spaces:

Table Denotes Comparison (not in order of importance)

Current Condition 2nd Floor, South Side of Wing 4, WO22	Proposed Condition 1st Floor, Wing 6, WO21
More natural light	Less natural light
Better view	No view
11 exterior window offices are occupied by bues	5 exterior window offices assigned to bues
Large Copy Room	Small copy room (no room for fax, printers, shredder, etc.)
Better equipped and quality pantry room	Less equipped and quality pantry room
No current or anticipated construction	Anticipated construction for converting 4 exterior window offices into 6; Very disruptive and will result in smaller offices.

Conclusion:

NTEU Chapter 282 has found that the office space (North Side 1st Floor, Wing 4 WO22 bldg and 1st floor, Wing 6, WO21 bldg) proposed to move the DPA-II and DPA-III bues is not acceptable. The Union does not agree with the proposed move. The bues of DPA-II and DPA-III are asked to leave a superior quality working space to an inferior quality space. The Union proposes that the review chemist bues of DPA-II and DPA-III remain in their current location (2nd floor, Wing 4, WO22 bldg).

You have indicated that the reason for the proposed move is to expand the CDER's Office of Surveillance and Epidemiology (OSE). While NTEU is available to negotiating the placement of the new employees of OSE into that space (North Side 1st Floor, Wing 4 WO22 bldg and 1st floor, Wing 6, WO21 bldg), NTEU also suggests that that space is more suitable to be used by employees or contractors that due to the nature of their work do not have to spend long period time in their offices.

NTEU Chapter 282 has surveyed a lot of DPA-II and DPA-III bues and none of them wants to move to the proposed space. Also, NTEU spoke with bues that worked in those two areas (1st floor, Wing 4, WO22 and 1st Floor, Wing 6, WO21) and they were pleased that they had left these offices. None of them was even willing to entertain the thought of coming back.