



National Weather Service Employees Organization

National Water Center Proposals

Submitted May 28, 2014

1. All interior walls be painted using "Sign Enamel Satin Paint". Any operational and common area will be painted in the shade "marine" and all office areas will be painted in the shade "beeswax."
2. Cubicles will not be used in the building, each person will have their own office; office walls must be at a minimum 3 inches thick and insulated with "Quiet Batt 30 Soundproofing Insulation."
3. No NWS bargaining unit employees at the National Water Center will be assigned to work full time at a "collaborative work station."
4. No hazardous chemicals, radioactive substances or petroleum products will be stored inside the building.
5. Each employee will be provided a "Freedom Task Chair with Headrest." The chairs will have "Advanced Gel Arms with Textile" with the textile color Cervo Leather Campigna; the chairs will also feature the polished aluminum frame with graphite trim.
6. Each employee will be provided the following desk from the Kathy Ireland Southampton Onyx Collection - Martin Furniture: Black and Oak L-Desk with Right Return, Black and Oak L-Desk with Right Return and Black and Oak Two Drawer Lateral File

7. Cable TV will be provided to each office with a package that includes all available news and weather channels. Each office will be equipped with a Samsung - 51" Class (50-3/4" Diag.) - Plasma - 1080p - 600Hz - Smart - 3D - HDTV.
8. The floor in all common areas will be concrete covered by Leonardo Travertine 12 x 24 polished tiles.
9. All Offices will have Jacaranda Ranila Grey carpet and Leggett & Platt 12.7mm foam carpet padding.
10. A joint NWS/NWSEO team will be formed to develop a plan for securing a LEED platinum rating for the building prior to the beginning of negotiations. NWSEO will be allowed to supplement its proposals with the results from this team.
11. Longleaf pine trees, water oaks, and camellias will be planted on the grounds.
12. No smaller than 100' x 100' plot will be provided to employees for a community garden.
13. Prior to any NWS bargaining unit employee being assigned to the National Water Center, NWSEO and NWS will develop a building occupancy plan for the National Water Center to include Shelter in Place plans, Severe Weather Response Plans, Fire Evacuation plans, contingency plans for any other emergency including building closure and continuity of operation and how any of these plan will impact the NWS Bargaining Unit assigned to the National Water Center.
14. Prior to any NWS bargaining unit employee being assigned to the National Water Center LifePak Emergency Defibrilator kits will be installed on every floor next to the main elevators.

15. Prior to any NWS bargaining unit employee being assigned to the National Water Center, Garaventa Evacutrac emergency evacuation chairs will be installed on the 2nd floor and the basement floor.
16. NWSEO and NWS will develop a training plan for use of the Garaventa evacuation chairs and the LifePak Defibrillator kits.
17. Prior to any NWS bargaining unit employee being assigned to the National Water Center the NWS will ensure that there are least two well stocked first aid kits, specifically the Medi-First Model 24770.
18. Prior to any NWS bargaining unit employee being assigned to the National Water Center, the NWS shall make a reasonable effort to establish a process to provide formal, locally-administered, first aid and cardiopulmonary resuscitation (CPR) courses for the newly assigned employees.
19. Prior to any NWS bargaining unit employee being assigned to the National Water Center the NWS will ensure that an Occupant Emergency Plan has been developed in coordination with NWSEO.
20. Prior to any NWS bargaining unit employee being assigned to the National Water Center the NWS will ensure that Emergency response agreements are developed with:
 - a. The Local fire department(s).
 - b. HIRT (where available).
 - c. Local police department.
 - d. Local county EMS.
 - e. Local hospitals or clinics.
 - f. Civil Air Patrol.
21. Prior to any NWS bargaining unit employee being assigned to the National Water Center the NWS and NWSEO will conduct a joint health and safety inspection of the facility.

22. Every NWS bargaining unit employee assigned to National Water Center will be assigned one of the installed lockers in the Water Center for storing personal materials.
23. The NWS will negotiate with the University of Alabama to obtain a tuition discount of 75 percent for employees and their family.
24. The NWS will negotiate with the University of Alabama to provide access to all University facilities for all NWS employees at no cost to the employee.
25. NWSEO and NWS will enter into negotiations with the University of Alabama (UA) so that NWS bargaining unit employees assigned to the National Water Center will be provided UA staff privileges for entrance to University facilities such as the University Library, University Child Care center(s), UA staff restaurant and UA cafeteria, UA bookstore and UA other facilities as decided.
26. A break room will be on each floor in the building and will be no smaller than 144 square feet. Each break room will include, at a minimum, a refrigerator, stove/oven combination, microwave oven, eating table that is at least 18 square feet and 10 Wynwood Garden Walk Arm Chairs.
27. Cable TV will be provided to each breakroom with a package that includes all available news and weather channels. Each office will be equipped with a Samsung - 51" Class (50-3/4" Diag.) - Plasma - 1080p - 600Hz - Smart - 3D - HDTV.
28. A joint NWSEO/NWS team will select art work for the walls. The art work will be original work from local artists within a 50 mile radius of the building and must have a water theme.
29. NWSEO and NWS will coordinate establishing a pay- as-you-go not-for-profit "coffee and snack mess" in each break/kitchen area.

30. Prior to any NWS bargaining unit employee being assigned to the National Water Center, the NWS will ensure that each kitchen is equipped with dishwashing detergents; oven, counter, kitchen floor, and refrigerator cleaning detergents; hand sanitizers, paper and plastic plates, cups and utensils and other disposal and non-disposal items to equip the modern kitchen areas in the National Water Center.
31. Prior to any NWS bargaining unit employee being assigned to the National Water Center the NWS will ensure that the women's restrooms are equipped with personal feminine hygiene supplies.
32. NWSEO and NWS will jointly work to establish designated areas for those NWS bargaining unit employees choosing to need an area to smoke while on a duty status.
33. Four parking spaces within 30 feet of the front door will be designated for NWSEO use only and will be marked with a legible sign paid for by the NWS.
34. The NWSEO liaison/steward for the National Water Center will be provided a Black UA reserved Parking permit at the expense of the NWS, and a parking spot labeled "NWSEO Steward Parking Only."
35. All NWS Bargaining Unit employees assigned to the National Water Center will get Green or Black University Parking permits provided by the NWS at no cost to the employees.
36. The NWSEO Steward at the Water Center will receive at least 8 hours of official time for pay period for the purposes of coordinating the IOC of the Water Center above and beyond the official time allowed for Stewards in Article 7 of the CBA.
37. The NWSEO liaison/steward will be provided with an office at the NWC.

38. Photonstar Technology Circadian lighting will be installed in every portion of the building that has the potential to be used during the hours of 6 p.m. to 6 a.m.
39. Fill 2 of the vacant OHD positions in Silver Spring. There has not been a new hire in Silver Spring to help address gaps at the River Forecast Center for several years. Filling positions at Silver Spring will benefit the Hydrology program and allow the Silver Spring OHD Staff to participate in Water Center activities through participation in the WFIPP teams.
NWSEO and NWS will work together to identify how the current OHD staff can actively participate in the Water Center functions from Silver Spring.
40. NWSEO and NWS will work together to more clearly define the functions of the Water Center at IOC and beyond. Once the functions are better established, NWSEO and NWS will work to develop staffing solutions based on an analysis of the Water Center functions.
41. NWSEO and NWS will examine the impacts on the current OHD staff of the long term hiring absence in OHD and seek to remedy some of the imbalance through temporary promotions of applicable positions with OHD beginning in June and July of 2014.
42. NWSEO and NWS will work together to identify potential volunteers to staff the National Water Center base. These employees may be bargaining unit and non-bargaining unit volunteers. Regardless of existing bargaining unit status, non-supervisory NWS volunteers to the National Water Center will all be classified as NWS Bargaining Unit Employees.
43. Potential volunteers to staff the National Water Center will be provided five calendar day visits to the water center at the expense of the NWS without charge to paid or personal leave.
44. In order to ensure that adequate expertise is introduced to the National Water Center from the onset, at least two NWSH "XO" billets vacant as of May 21, 2014 will be reassigned to the National Water Center and designated Bargaining Unit GS-14 Hydrologist, Meteorologist or Physical scientists.

45. In an effort to further provide sufficient scientific expertise, at least four NWSH GS-15 Supervisory billets vacant as of May 21, 2014 will be reassigned to the Water Center and designated GS-14 Hydrologists, Physical Scientists or Meteorologists.
46. Prior to any NWS bargaining unit employee being assigned to the National Water Center the NWS will ensure that staffing levels of the hydrological forecasters at the RFCs are restored and vacancies filled so that the vacancy rate is no higher than 4 percent across all the RFCs.
47. In order to continue to provide hydrological expertise to the Weather Forecast Offices, as well as the River Forecast Centers, the six current OHD Billets funded through the AWIPS program and under the Central Processing PPA in the new NWS budget structure will physically stay with the AWIPS program staff as the Central Processing Office is developed under the reorganized NWSH structure.
48. NWSEO and NWS will establish an IOC staffing process for soliciting NWS Bargaining Unit volunteers from the NWS who may wish to volunteer to move to be reassigned to National Water Center. The volunteers accepted from the NWS operational field offices will not bring their billets with them from the prior duty stations and NWS will rapidly fill the vacated billets in the losing field offices. NWSEO and NWS will establish a selection criteria for the volunteers to ensure the proper skills are available.
49. Any NWS Bargaining Unit employee assigned to work at the National Water Center after May 21, 2014 will get an automatic 3 step pay increase. If the employee is a step 8 or higher there will be a relocation bonus of 5,000.00 provided by the NWS.
50. All employees assigned to the National Water Center will be allowed to telework at least 50 percent of the time and be provided GFE laptops.

51. Any employee currently assigned to the Chanhassen NOHRSC will be provided a non-competitive promotion to the next higher grade if any substantial changes occur to the employee's performance plan or position description.
52. Any employee currently assigned to Chanhassen will be given the opportunity to telework 100 percent of the time and be provided GFE laptops and broadband access.
53. NWSEO will work with NWS management to provide full participation of current OHD staff on any and all teams participating in National Water Center Activities.
54. NWSEO and NWS will work to ensure full participation of all the River Forecast Center staff on any and all teams engaged in National Water Center activities.
55. NWS Management will never request NWS Weather Forecast Office, River Forecast Center, regional, or national bargaining unit employees to involuntarily report to the National Water Center.
56. NWS Management will work with NWSEO to ensure there is sufficient Hydrological program bargaining unit staff assigned to Weather Service Headquarters units. The purpose for this is to provide hydrological representation at headquarters supporting the WFOs, RFCs, NCEP, Regional Offices including conducting hydrological portfolio management, program research integrated with the office of STI and Project management integrated with other Hydro-meteorological Service Programs at NWSH.
57. NWS will work with NWSEO to assign a NWS GS-14 bargaining unit member to provide rigorous disciplined project management to all phases of developing the Water Center.
58. The NWS Headquarters reorganization will provide for vacant 10 billets at the GS-14 level and below designated as non-bargaining unit at Silver Spring as of May 21, 2014 to be reassigned to the National Water Center and subsequently

designated at the grade levels established by any functional analysis of National Water Center needs conducted jointly by NWSEO and NWS.

59. Automatic Door openers will be installed at the National Water Center to enable the handicapped to access interior and exterior spaces. NWSEO and NWS will jointly decide on the correct number of openers to install.
60. If the RFCs organizational reporting structure is realigned under the Water Center, there must be 13 NWS GS 14 bargaining unit Hydrologists at the water Center assigned solely to interact with each RFC and have no other duties.
61. The Centralized Hydro Forecasting demonstration project - projected for FY15 - must ensure at least half the direct participants be NWS Bargaining Unit Hydrologists, Physical Scientists, Computer Scientist and Meteorologists to develop, conduct and coordinate software and hardware and tests, assessments and activities with the NWS NCEP Centers, Field Offices, Headquarters Units, academic stakeholders and partner agencies.
62. The NWSEO chairpersons for the NWSEO Headquarters and NWSEO Eastern Regions shall be granted additional hours of official time each pay period to participate in Water Center planning activities. The amount of additional official time will be established as required.
63. NWSEO Bargaining unit members on teams planning for and executing the Water Center plans will be granted official time required by the teams. This would normally be up to 8 hours a week.
64. A Water Center planning Governance team of an equal number of NWSEO and managers will be established by August of 2014.
65. There will be no reduction in staff, grade, or bonus levels at any RFC or WFO or other NWS office to offset the cost of Water Center employees.

66. NWSEO will participate in any tenant board operated by the UA making decisions on any facilities issues at the National Water Center to decisions do not result in adverse actions to NWS bargaining unit employees.
67. Any agreements NWS reaches with UA concerning conditions of employment for NWS bargaining unit employees must comply with the NWS-NWSEO Collective Bargaining Unit.
68. The NWSEO will participate on any teams conducting the Demonstration of Centralized Hydrological Forecasting” with at least two designated NWSEO members on each team during any demonstration activity in FY14 and beyond.
69. Each NWS RFC will be fully staffed (MAR levels) prior to the NWC beginning its Initial Operating Capacity (IOC).
70. Each NWS RFC will be equipped with videoconferencing equipment. NWS will provide a working videoconferencing on each AWIPs that is connected to the internet allowing not only for internal videoconferencing but videoconferencing with external users.
71. Each RFC Steward at the 13 RFCs will be authorized 8 hours of official time (at the location of the stewards choosing) per pay period to monitor NWC activities within their office (including compliance with any agreements).
72. Internet speeds will be increased to 1 Gbps at RFC forecast offices.
73. NWSEO regional chairs will be authorized an additional 8 hours official time per pay period to monitor NWC and RFC activities within their regions (including compliance with any agreements).

74. NWS will allow each RFC access (cloud technology) to all NWC operational high resolution numerical water resources and hydrologic forecast models (i.e. WRF-Hydro).
75. NWS will allow each RFC to run their portion of any NWC numerical Water all NWC operational high resolution numerical water resources and hydrologic forecast models (i.e. WRF-Hydro).
76. NWS will providing training at the National Water Center in Tuscaloosa, Alabama to every RFC hydrologist on all NWC operational high resolution numerical water resources and hydrologic forecast models.
77. NWS will not reduce staffing, products and services from any NWS RFC.
78. Each NWC employee, including ALL management, will spend at least one week per FY @ an RFC for familiarization, working shifts and to collaborate on NWS NWC/RFC Hydraulics-hydrology developmental work.
79. Each RFC will have the opportunity to send 3-4 bargaining unit employees per FY at NWS expense to the NWC for familiarization and to collaborate on NWS NWC/RFC Hydraulics-hydrology developmental work.
80. A TDY exchange program (like NRAP 1- 3 months) will be designed to enhance RFC-NWS interactions and facilitate NWC/RFC research to operations.
81. NWS will ensure extra bandwidth is added to RFCs to handle transferring of large data sets between NWC and RFCs. The additional bandwidth on the AWIPS2

network must be significant enough to ensure collaboration with NWC does not impact daily operations at the RFC.

82. The non-AWIPS network will be upgraded to provide additional bandwidth at all collocated RFCs.
83. NWS will provide two additional AWIPS2 workstations and two additional computers at all RFCs. Funding for these items will NOT come from the local RFC budget. This additional hardware will foster collaboration w/NWC and will help to ensure RFC forecasting and development is not degraded.