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Article 12

Recycling and Going Green

Section 1. Purpose and Policy

~~The parties agree that recycling is important for environmental concerns. The Agency recognizes that it can make more efficient use of natural resources by maximizing recycling and preventing waste wherever possible. Any recycling programs established by the parties will be done in a cost effective manner. The administration will make every reasonable effort to see that employees are environmentally conscious.~~

~~Parties agree that revenue generated from recycling be used in accordance with the statute.~~

In order to safeguard the health of the environment, SSA will lead by example. It is therefore the policy of the Agency to increase energy efficiency; measure, report, and reduce their greenhouse gas emissions from direct and indirect activities; conserve and protect water resources through efficiency, reuse, and storm water management; eliminate waste, recycle, and prevent pollution; design, construct, maintain, and operate high performance sustainable buildings in sustainable locations; strengthen the vitality and livability of the

24 **communities in which Federal facilities are located; and inform Federal**
25 **employees about and involve them in the achievement of these goals.**

26

27 **Section 2. Establishment of Recycling Policy**

28

29 **A. SSA will establish recycling programs in all SSA facilities. Such programs**
30 **will include recycling of newspaper, magazines, cardboard, paper, glass,**
31 **cans, plastic, Styrofoam, batteries, asphalt, florescent bulbs and ballast,**
32 **scrap metal, electronic equipment, solid waste, chemical and hazardous**
33 **materials, compost, etc. The Agency will institute efforts to recycle 100%**
34 **of each of the above materials which enter or leave the Agency workplace**
35 **by the termination date of this agreement.**

36

37 **B. In order to accomplish the above performance standards, SSA will appoint**
38 **a recycling coordinator in each SSA facility. Such recycling coordinators**
39 **will be responsible for establishing a plan to meet the goals set forth in**
40 **Section 2(A) above. The coordinator will consult with the appropriate**
41 **Union official to obtain pre-decisional input regarding the plan. If the**
42 **proposed plan affects conditions of employment, notice and opportunity to**
43 **bargain will be provided pursuant to this agreement.**

44

45 **C. The facility recycling plan will include exploration of recycling strategies**
46 **which will generate revenue. Each facility recycling plan will include**

47 **proposed use of recycling revenues for employee benefit programs.**
48 **Appropriate uses of recycling revenue include employee benefits such as**
49 **child care, elder care, scholarship funds, wellness activities, and employee**
50 **amenities. Appropriate employee amenities include purchase of**
51 **appliances, office decorations, office parties and office celebrations, and**
52 **recognition events (e.g., Labor Day recognition, Breast Cancer month, etc).**
53 **Revenue can also be used to defray recycling expenses and fees. The**
54 **facility recycling coordinator will consult with the appropriate Union**
55 **representative to obtain pre-decisional input regarding use of recycling**
56 **revenue. Decisions on revenue use are subject to notice and bargaining**
57 **pursuant to this agreement.**

58

59 **The General Committee will be provided a yearly report delineating all**
60 **revenues obtained in every facility as a result of the recycling program.**
61 **The report will also indicate all revenue expenditures by facility.**

62

63 **D. SSA will provide information and training to SSA employees regarding the**
64 **Agency Recycling Program. Recycling information will be included in new**
65 **employee orientation.**

66

67 **E. SSA will provide space and receptacles for recycling.**

68

69 **F. All time spent on recycling activity is considered Agency work time. If**
70 **Agency employees volunteer to transport recyclables to recycling facilities,**
71 **time spent on such activities is considered work time. Any transportation**
72 **expenses incurred in transporting recyclables by Agency employees will**
73 **be reimbursed pursuant to Federal Travel Regulations.**

74

75 **Section 3. Guiding Principles**

76

77 **The Agency will adhere to, at a minimum, the Guiding Principles for Federal**
78 **Leadership in High Performance and Sustainable Buildings. SSA will meet the**
79 **goals and expectations of such guiding principles in the following targeted**
80 **initiatives:**

81

- 82 • **Employing integrated design principles**
- 83 • **Optimizing energy performance**
- 84 • **Protection and conservation of water**
- 85 • **Enhancing indoor environmental quality**
- 86 • **Reducing environmental impact of materials**

87

88 **Section 4. FLEEEP**

89

90 **SSA will implement President Obama’s Executive Order of October 5, 2009**
91 **entitled “Federal Leadership in Environmental, Energy and Economic**

92 **Performance (FLEEEP) specifically, SSA will implement all goals and targets**
93 **for reducing energy intensity in Agency buildings, increasing Agency use of**
94 **renewable energy and implementing renewable energy generation projects on**
95 **Agency property, reducing use of fossil fuels by using low green house gas**
96 **emitting vehicles, optimizing the number of vehicles in the Agency fleet,**
97 **reducing fleet petroleum products, reducing green house emissions,**
98 **improving water use efficiency and promoting pollution prevention and waste**
99 **elimination, advancing regional and local integrated planning, implementing**
100 **high performance sustainable federal building design, construction, operation**
101 **and management, maintenance and deconstruction. In addition, SSA will**
102 **advance sustainable acquisition to ensure that 95% of new contracts for**
103 **products and services are energy efficient, water efficient, bio-based,**
104 **environmentally preferable (e.g., Electronic Product Environmental**
105 **Assessment Tool (EPEAT) certified), non-ozone depleting, contain recycled**
106 **content, or are non-toxic or less toxic alternatives. The Agency will also**
107 **promote electronic stewardship pursuant to the Executive Order.**

108

109 **Section 5. Executive Order 13423**

110

111 **SSA will adhere to Executive Order 13423 of January 26, 2007 regarding**
112 **strengthening Federal Environmental Energy and Transportation Management**
113 **(FEETM) and its implementing instructions.**

114

115 **Where the goals and targets of Executive Order 13423 and the October 9, 2009**
116 **Executive Order regarding FLEEEP differ, SSA will follow whichever are**
117 **greater.**

118

119 **Section 6. Strategic Sustainability Performance**

120

121 **SSA will develop, establish, implement and annually update an Agency**
122 **Strategic Sustainability Performance Plan. Prior to implementation of the**
123 **initial plan and its annual updates, SSA will give AFGE the opportunity for pre-**
124 **decisional involvement. Such involvement will consist of meetings in**
125 **Baltimore, MD of the 6 member AFGE General Committee and with the SSA**
126 **Senior Sustainability Official, his/her staff and other key Agency Officials**
127 **involved in establishing the Strategic Sustainability Plan. The AFGE General**
128 **Committee will be provided any and all information that the Agency will utilize**
129 **to complete its Strategic Sustainability Performance Plan and/or plan update**
130 **at least seven working days before the meeting.**

131

132 **SSA will pay for all travel and per diem expenses for the General Committee**
133 **pursuant to Federal Travel Regulations.**

134

135 **Section 7. Data**

136

137 **The AFGE General Committee will be provided ongoing information regarding**
138 **SSA's progress in meeting the Agency Strategic Sustainability Performance**
139 **Plan. Such information will include the plan itself, progress reports issued to**
140 **the Council on Environmental Quality (CEQ) and the Office of Management**
141 **and Budget (OMB), annual report to the Commissioner of SSA on the**
142 **adequacy and effectiveness of the plan and any other reports and**
143 **documentation regarding the plan. Such information will be provided on a**
144 **timely basis.**

145

146 **Section 8. Implementation of FLEEEP**

147

148 **SSA will enforce the implementing instructions regarding the October 5, 2009**
149 **Executive Order regarding Federal Leadership in Environmental, Energy and**
150 **Economic Performance when such instructions are issued by the CEQ.**

151

152 **Section 9. Electronic Stewardship Program**

153

154 **SSA will provide the AFGE General Committee with a copy of its proposed**
155 **Agency Electronic Stewardship Plan and any proposed updates of such plan.**
156 **The AFGE will be given a pre-decisional opportunity to provide input and**
157 **advice regarding such plan and plan updates. The AFGE General Committee**
158 **will be provided any Agency reports, data and other information used to**

159 **complete the draft plan. The Agency will also provide the General Committee**
160 **with any reports sent to non-SSA government entities regarding such plan.**

161

162 **Section 10. Efficiencies in Facilities**

163

164 **SSA will work with GSA to locate, design, construct and maintain its facilities**
165 **in a resource efficient sustainable and economically viable manner. SSA will**
166 **also ensure that planning for a new facility and new leases include strong**
167 **consideration of sites that are pedestrian friendly, near existing employment**
168 **centers, accessible to public transit, and emphasizing existing central cities**
169 **on existing or planned town centers.**

170

171 The issue of recycling will periodically be on the agenda of, and be dealt with at the
172 ~~National Level Union/Management Committee~~ **National Labor Management**
173 **Forum** meetings.

174

175 **Section 11. Bicycle Racks**

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177 **SSA will annually survey employees in each facility regarding their desire to**
178 **use bicycles to travel to and from the work site. If any employee(s) indicate**
179 **interest in using bicycles to travel to and from work, the Agency will install**
180 **bicycle racks sufficient to accommodate the number of employees who**

181 **expressed interest in that facility. The Agency will also permit employee(s) to**
182 **store bicycles inside Agency space, at their option.**

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