

Implementation Memorandum of Agreement (MOA)

Article 13 -Hours of Work and Article 58- Tobacco Policy

- 1) The parties agree that Article 13 and Article 58 will be implemented before the completion of Term Bargaining and/ or Impasse Resolution on the remainder of the Collective Bargaining Agreement. Specifically:

Article 13- Hours of Work, and the work schedules identified below in provision 2 will be implemented/effective on January 12, 2014, with the exception of 2.l.c. Rocky Mountain Lab: Montana and 2.l.e. Research Triangle Park: North Carolina, where Article 13 and the work schedules identified below in provision 2 will be implemented/effective two full pay periods from the signature date on Article 13, Article 58, and the MOA.

Article 58- Tobacco Policy, will be effective on the Bethesda, Bayview, Fort Detrick, and Poolesville campuses 90 calendar days from the signature date on Article 13, Article 58, and the MOA. Article 58- Tobacco Policy, will be effective on the RTP and RML campuses 30 calendar days from the signature date on Article 13, Article 58, and the MOA.

- 2) Schedules:

I. Wage Grade Employees who work in the Office of Research Facilities, Real Property Management Office will be assigned to the following shifts.

a. Bethesda Maintenance, Poolesville Maintenance and Utilities, Ft. Detrick Maintenance

Day Shifts: Multiple day shifts will be established in order to fully cover work demands from Monday through Friday. These are:

Day Shift A: 6:00 a.m. to 6:30 p.m. on Days 2, 3, 4, 9, 10, and 11 plus 6:00 a.m. to 2:30 p.m. on Day 5.

Day Shift B: 6:00 a.m. to 6:30 p.m. on Days 4, 5, 6, 11, 12, and 13, plus 6:00 a.m. to 2:30 p.m. on Day 10.

24/7 Shifts:

24/7 Shift A: Pay Period 1: 6:00 a.m. to 6:00 p.m. on Days 2, 3, 6, 7, 8, 11, and 12. Pay Period 2: 6:00 p.m. to 6:00 a.m. on Days 2, 3, 6, 7, 8, 11, and 12.

24/7 Shift B: Pay Period 1: 6:00 p.m. to 6:00 a.m. on Days 2, 3, 6, 7, 8, 11, and 12. Pay Period 2: 6:00 a.m. to 6:00 p.m. on Days 2, 3, 6, 7, 8, 11, and 12.

24/7 Shift C: Pay Period 1: 6:00 p.m. to 6:00 a.m. on Day 1 and 6:00 a.m. to 6:00 p.m. on Days 4, 5, 9, 10, 13, and 14. Pay Period 2: 6:00 a.m. to 6:00 p.m. on Day 1 and 6:00 p.m. to 6:00 a.m. on Days 4, 5, 9, 10, 13, and 14.

24/7 Shift D: Pay Period 1: 6:00 a.m. to 6:00 p.m. on Day 1 and 6:00 p.m. to 6:00 a.m. on Days 4, 5, 9, 10, 13, and 14. Pay Period 2: 6:00 p.m. to 6:00 a.m. on Day 1 and 6:00 a.m. to 6:00 p.m. on Days 4, 5, 9, 10, 13, and 14.

b. Bethesda Utilities

Day Shifts: Multiple day shifts will be established in order to fully cover work demands from Monday through Friday. These are:

Day Shift A: 6:00 a.m. to 6:30 p.m. on Days 2, 3, 4, 10, 11, 12, plus 6:00 a.m. to 2:30 p.m. on Day 13.

Day Shift B: 6:00 a.m. to 6:30 p.m. on Days 3, 4, 5, 9, 10, 11, plus 6:00 a.m. to 2:30 p.m. on Day 6.

24/7 Shifts:

24/7 Shift A: Pay Period 1: 6:00 a.m. to 6:00 p.m. on Days 2, 3, 6, 7, 8, 11, and 12. Pay Period 2: 6:00 p.m. to 6:00 a.m. on Days 2, 3, 6, 7, 8, 11, and 12.

24/7 Shift B: Pay Period 1: 6:00 p.m. to 6:00 a.m. on Days 2, 3, 6, 7, 8, 11, and 12. Pay Period 2: 6:00 a.m. to 6:00 p.m. on Days 2, 3, 6, 7, 8, 11, and 12.

24/7 Shift C: Pay Period 1: 6:00 p.m. to 6:00 a.m. on Day 1 and 6:00 a.m. to 6:00 p.m. on Days 4, 5, 9, 10, 13, and 14. Pay Period 2: 6:00 a.m. to 6:00 p.m. on Day 1 and 6:00 p.m. to 6:00 a.m. on Days 4, 5, 9, 10, 13, and 14.

24/7 Shift D: Pay Period 1: 6:00 a.m. to 6:00 p.m. on Day 1 and 6:00 p.m. to 6:00 a.m. on Days 4, 5, 9, 10, 13, and 14. Pay Period 2: 6:00 p.m. to 6:00 a.m. on Day 1 and 6:00 a.m. to 6:00 p.m. on Days 4, 5, 9, 10, 13, and 14.

c. Rocky Mountain Lab: Montana

Day Shifts: Multiple day shifts will be established in order to fully cover work demands from Monday through Friday. These are:

Day Shift A: 6:00 a.m. to 4:30 p.m. on Days 2, 3, 4, 5, 9, 10, 11, and 12.

Day Shift B: 6:00 a.m. to 4:30 p.m. on Days 3, 4, 5, 6, 10, 11, 12, and 13.

24/7 Shifts:

24/7 Shift A: 12:00 a.m. to 8:00 a.m. on Days 1, 2, 3, 4, 7, 8, 9, 10, 11, and 14.

24/7 Shift B: 12:00 a.m. to 8:00 a.m. on Days 2, 3, 4, 5, 6, 9, 10, 11, 12, and 13.

24/7 Shift C: 4:00 p.m. to 12:00 a.m. on Days 1, 2, 3, 4, 5, 8, 9, 10, 11, and 12.

24/7 Shift D: 4:00 p.m. to 12:00 a.m. on Days 3, 4, 5, 6, 7, 10, 11, 12, 13, and 14.

24/7 Shift E: 8:00 a.m. to 4:00 p.m. on Days 3, 4, 5, 6, 7, 10, 11, 12, 13, and 14.

24/7 Shift F: 8:00 a.m. to 4:00 p.m. on Day 1, 2, 3, 4, 5, 8, 9, 10, 11 and 12.

d. Baltimore

Day Shifts: Multiple day shifts will be established in order to fully cover work demands from Monday through Friday. These are:

Day Shift A: 6:00 a.m. to 6:30 p.m. on Days 2, 3, 4, 9, 10, 11, plus 6:00 a.m. to 2:30 p.m. on Day 5.

Day Shift B: 6:00 a.m. to 6:30 p.m. on Days 4, 5, 6, 11, 12, and 13, plus 6:00 a.m. to 2:30 p.m. on Day 10.

e. Research Triangle Park: North Carolina:

Shifts: Multiple shifts will be established in order to fully cover work demands from Monday through Friday. These are:

Day Shift A: 6:00 a.m. to 4:30 p.m. on Days 2, 4, 5, 6, 9, 11, 12, and 13.

Day Shift B: 6:00 a.m. to 4:30 p.m. on Days 2, 3, 5, 6, 9, 10, 12, and 13.

Day Shift C: 6:00 a.m. to 4:30 p.m. on Days 2, 3, 4, 6, 9, 10, 11, and 13.

Day Shift D: 6:00 a.m. to 4:30 p.m. on Days 3, 4, 5, 6, 10, 11, 12, and 13.

Day Shift E: 6:00 a.m. to 4:30 p.m. on Days 2, 3, 4, 5, 9, 10, 11, and 12

Evening Shift A: 1:00 p.m. to 11:30 p.m. on Days 2, 4, 5, 6, 9, 11, 12, and 13.

Evening Shift B: 1:00 p.m. to 11:30 p.m. on Days 2, 3, 5, 6, 9, 10, 12, and 13.

Evening Shift C: 1:00 p.m. to 11:30 p.m. on Days 2, 3, 4, 6, 9, 10, 11, and 13.

Evening Shift D: 1:00 p.m. to 11:30 p.m. on Days 3, 4, 5, 6, 10, 11, 12, and 13.

Evening Shift E: 1:00 p.m. to 11:30 p.m. on Days 2, 3, 4, 5, 9, 10, 11, and 12

II.ECC

A. ECC Staff will be assigned to the following schedule:

Work Schedule A- Week 1: Three (3) twelve hour (12) hour days and One (1) eight (8) hour day.
Week 2: Three (3) twelve-hour (12) days.

Work Schedule B- Week 1: Three (3) twelve-hour (12) days. Week 2: Three (3) twelve hour (12) hour days and One (1) eight (8) hour day.

B. Hours:

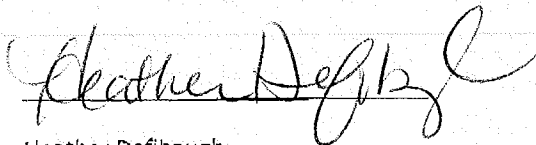
Twelve (12) hour work days will be assigned as follows: Shift 1: 6:00 p.m. – 6:00 a.m., Shift 2: 6:00 a.m. – 6:00 p.m.

Eight (8) hour work days will be assigned as follows: Shift 1: 10:00 p.m. – 6:00 a.m., Shift 2: 6:00 a.m. – 2:00 p.m., Shift 3: 2:00 p.m. – 10:00 p.m.

- 3) Management reserves the right to change work schedules based on operational needs.
- 4) The Agency will post the agreed upon articles and this implementation MOA on the Labor Relations Office of Human Resources website.

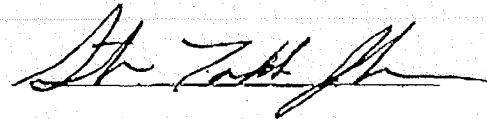
For the Agency

For the Union



Heather Defibaugh

Date: 8/29/13



Steven Todd Johnson

Date: 8-27-13