

**MEMORANDUM OF UNDERSTANDING
BETWEEN THE GODDARD SPACE FLIGHT CENTER AND THE
GODDARD ENGINEERS, SCIENTISTS, AND TECHICIANS ASSOCIATION**

This Memorandum of Understanding (MOU) applies to Bargaining Unit Employees (Employees) covered by Article I of the Collective Bargaining Agreement (CBA) between the Goddard Space Flight Center (GSFC) and Goddard Engineers, Scientists, and Technicians Association (GESTA), IFPTE Local 29. This MOU constitutes the entire understanding of the aforementioned parties regarding the Work Schedules policy at GSFC. In addition to the provisions described in accordance with NASA and Center guidelines (currently GPR 3600.1B), the parties hereby agree to amend Article 10 of their Collective Bargaining Agreement as follows:

GPR 3600.1B – Work Schedules plus the following additions replace the wording of Article 10 of the Collective Bargaining Agreement between GESTA and Management:

1. Bargaining Unit Employees (BUE) will normally be given notice of a change by management to their tour of duty at least two weeks in advance of the effective date of the change. The supervisor will provide a reason for providing less than two weeks of notice, in writing to the employee, upon request from the employee.
2. If a BUE's participation in an Alternative Work Schedule is terminated by management, the employee may discuss this termination with his/her supervisor and have a GESTA representative present to assist in this discussion. If this discussion does not resolve the problem, the employee is entitled to use the Negotiated Grievance Procedure in accordance with Article 16 of the CBA.
3. Management shall include GESTA in any study or inquiry into the workings of existing or proposed work schedules that relate to Article 10 of the CBA.
4. Management will respond to requests for part-time employment within thirty days of the submission of the request.

This MOU does not detract from, alter, or modify any other provisions in the CBA.

Signed this 19 Day of August, 2010.



Crystal Mitchell-Coleman
Labor Relations Officer
Goddard Space Flight Center



Anel Flores
President
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Technicians Association, IFPTE Local 29