

MEMORANDUM OF AGREEMENT (MOA)
BETWEEN THE GODDARD SPACE FLIGHT CENTER (GSFC)
AND
GODDARD ENGINEERS, SCIENTISTS, AND
TECHNICIANS ASSOCIATION (GESTA)
IFPTE Local 29

This Memorandum of Agreement (MOA) is entered into, by and between, Goddard Space Flight Center ("Employer" or "Agency") and the Goddard Engineers, Scientists and Technicians Association, Local 29, IFPTE, AFL-CIO/CLC, ("Union") also referred to as the parties.

The purpose of this MOA is to document the parties' agreement and understandings of the changes to the Weather and Safety Leave Regulations.

The parties' agree to the following:

1. In all cases, Management will make a reasonable and good faith effort to provide any employee determined to be critical and emergency during a center closing with as much advanced notice as possible if they are going to be required to telework.
2. Employees who do not have an approved telework agreement and/or do not have computer equipment provided by the Agency and/or have not been provided with a telework location site during Center closures, due to weather, or other emergency situations, (e.g. an act of God, a terrorist attack, etc.), will be granted weather and safety leave or other appropriate leave, however, critical and emergency employees may be required to telework.
3. Non-critical and non-emergency employees are not required to telework if the Center is closed due to weather or other or other emergency situations, (e.g. an act of God, a terrorist attack, etc.), if it's not their official workday. Critical and emergency personnel with the ability to telework may be required to telework on an as needed, situational basis.
4. Employees who would be expected to telework from home, or a remote work site, e.g., during a Center closure due to weather or other emergency situations, (e.g. an act of God, a terrorist attack, etc.) will be granted weather and safety leave or other appropriate leave if there is no power or internet connection, etc. at the employee's home or telework site. Employees are normally taken at their word that there was no power or internet connection at their home or telework site and, hence, could not telework.
5. During Center closures due to weather or other reasons, non-critical and non-emergency teleworking personnel may request and will be granted annual leave (or other leave such as Time off Award) by their supervisors without prior approval.

The parties agree to this MOA as written above.

FOR AGENCY:

FOR GESTA, IFPTE LOCAL 29:

for  8/13/2008
Francine Smith
Labor Relations Officer
GSFC
DATE

 August 13, 2018
Anel Flores
President, GESTA
IFPTE, Local 29
DATE