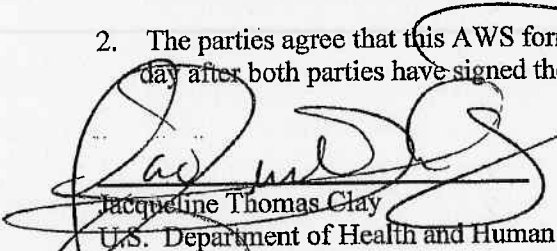
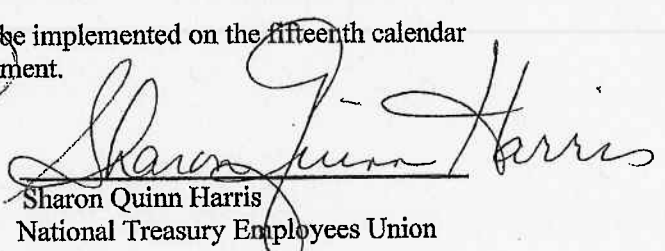


Settlement of the Dispute Concerning the Alternate Work Schedules Form
Referenced in the HHS-NTEU Consolidated Collective Bargaining Agreement

The Department of Health and Human Services ("HHS") and the National Treasury Employees Union ("NTEU") agree to resolve the dispute concerning the Alternate Work Schedules (AWS) form referenced in the HHS-NTEU Consolidated Collective Bargaining Agreement (CBA) as follows:

1. The parties agree that the attached form is the official AWS form referenced in the HHS-NTEU CBA as Appendix 3.
2. The parties agree that this AWS form will be implemented on the fifteenth calendar day after both parties have signed the agreement.


Jacqueline Thomas Clay
U.S. Department of Health and Human
Services
Dated: 3/21/11


Sharon Quinn Harris
National Treasury Employees Union
Dated: 3/28/11

March 28, 2011

MEMORANDUM

TO: HHS Chapter Presidents

RE: HHS and NTEU Reach Agreement on Alternate Work Schedule Form

SUMMARY: HHS and NTEU reach agreement on Alternate Work Schedule (AWS) form.

As I previously advised you, after the first consolidated collective bargaining agreement between NTEU and HHS was sent out for ratification by our membership, NTEU and the agency worked to resolve several important issues. One of the most contentious issues was the AWS form that would apply in the new agreement. Rather than allow management to delay implementation of the consolidated agreement, the parties agreed to sever that issue and seek assistance of a federal mediator from the Federal Mediation and Conciliation Service.

I am pleased to inform you that the parties have signed a Memorandum of Understanding (MOU) regarding the AWS form that will apply for the duration of the agreement. Both the MOU and the new AWS form are attached.

During mediation, HHS had proposed a form that required employees seeking to work a maxiflex schedule to identify the days of the week and the number of hours per workday that they would work. NTEU believed that such a requirement was inconsistent with the agreement the parties reached on maxiflex schedules in that it limited employees' flexibility to change their schedules on a daily basis consistent with Article 25, Section 5C. HHS ultimately withdrew its proposal and agreed with NTEU that the contract permits employees the flexibility to change their maxiflex schedules on a daily basis. Consistent with the MOU, this new form will be implemented on April 12, 2011.

Please direct any questions concerning this matter to your National Field Representative.

Colleen M. Kelley
National President

Attachments