

## Article 35

### Alternate Work Schedules

**Section 1.** Alternate Work Schedules (AWS) shall be administered in accordance with HRPM LWS-8.15 Alternative Work Schedules, and this Agreement.

**Section 2.** For the purpose of this Agreement, AWS is defined as:

**a. ~~Non~~FLSA non-exempt employees**

1. **Compressed Work Schedule 4/10 Plan.** This is a schedule which includes four (4) workdays of ten (10) hours per day, and three (3) non-workdays per week, with pre-established fixed hours, exclusive of a designated meal break with the exception of schedules assigned under Article 31. The basic work requirement for a full-time employee is forty (40) hours a week and eighty (80) hours a pay period.

2. **Compressed Work Schedule 5/4-9 Plan.** This is a schedule which, within a biweekly pay period, includes eight (8) workdays of nine (9) hours, one (1) workday of eight (8) hours, and five (5) non-workdays, with pre-established fixed hours, exclusive of a designated meal break with the exception of schedules assigned under Article 31.

3. **Compressed Work Schedule 50/30 (or 30/50) Plan.** This is a schedule which includes three (3) workdays of ten (10) hours per day in one week of the pay period, and five (5) workdays of ten (10) hours in the other week, with pre-established fixed hours, exclusive of a designated meal break. The continued use of this Plan by employees other than those employees assigned to a work schedule defined in Article 31 is subject to cancellation by either Party, at any time subsequent to the implementation of this Agreement. The moving Party must provide thirty (30) days advanced notice at the National Level, which will include the specific employee series subject to the cancellation. Upon request, an explanation of the reasons for the cancellation will be provided.

2.4.**Flexible Start Time Plan.** This is a schedule flexibility which allows for a varied start time without changing the length of the established workday. The starting times must be approved in advance. This schedule flexibility is available to employees working either an eight (8), nine (9) or a ten (10) hour workday.

5. **ExemptFlexible Work Schedule Plan.** Non-traditional work schedules as defined in HRPM LWS-8.15 par. 6(b) Flexible Work Schedules (FWS) and

will be administered in accordance with agency policy. This Flexible Work Schedule Plan is not available to 1) employees assigned to a work schedule defined in Article 31 and 2) FV-2101 employees assigned to an SSC.

**b. FLSA exempt employees**

1. **Compressed Work Schedule 4/10 Plan.** This is a schedule which includes four (4) workdays of ten (10) hours per day, and three (3) non-workdays per week, with pre-established fixed hours, exclusive of a designated meal break. The basic work requirement for a full-time employee is forty (40) hours a week and eighty (80) hours a pay period.
2. **Compressed Work Schedule 5/4-9 Plan.** This is a schedule which, within a biweekly pay period, includes eight (8) workdays of nine (9) hours, one (1) workday of eight (8) hours, and ~~three (3)~~five (5) non-workdays, with pre-established fixed hours, exclusive of a designated meal break.
3. **Flexible Work Schedule Plan.** Non-traditional work schedules as defined in HRPM LWS-8.15 par. 6(b) Flexible Work Schedules (FWS) and will be administered in accordance with agency policy.

~~**Section 3.** Should the application of the Fair Labor Standards Act requirements for employees covered by this Agreement be changed through issuance of regulations, a final adjudicated decision, or an amendment to the applicable laws, the Parties shall meet within thirty (30) days of the change for the purpose of bargaining the availability of programs based upon the new and/or revised interpretation of regulations and/or law.~~