



The Four Winds

National Weather Service Employees Organization

SEPTEMBER 2006

NATIONAL WEATHER SERVICE SUSTAINS AND GRANTS REQUESTED RELIEF IN WESTERN REGION ALTERNATIVE WORK SCHEDULE GRIEVANCE

On August 22, 2006, the agency responded to an NWSEO Union Grievance filed on July 19, 2006, over an alleged violation of Article 20, Section 12, and the Alternative and Compressed Work Schedule Act when the Western Region management decided on its own to issue a directive to stop paying employees holiday or Sunday pay after 8 hours of work when on a compressed work schedule.

The agency response sustained and granted the relief requested by NWSEO in its grievance.

The issue in question is what constitutes a CWS. WR guidance, issued at the instruction of NOAA, advised that all Alternative Work Schedule (AWS) rotations not conforming to a fixed 4/10 or 5-4-9 schedule are "Variable Week Schedules." This interpretation has been clarified. NOAA's Workforce Management Office is in agreement with NWS' and NWSEO's understanding that schedules in which an employee works less than ten days per pay period are still considered Compressed Work Schedules if they have fixed start and stop times and fixed scheduled days of work, even though the work days may vary in length in terms of hours per day or may involve more than five shifts per administrative workweek.

The agency directed Western Region to rescind its July 2006 guidance and instruct time keepers to make the appropriate corrections to employees adversely affected by Western Region's guidance.