

**ADDENDUM TO THE FEBRUARY 24, 2022 MEMORANDUM OF UNDERSTANDING
BETWEEN THE NATIONAL WEATHER SERVICE (NWS) AND THE NATIONAL WEATHER
SERVICE EMPLOYEES ORGANIZATION (NWSEO) ON COVID-19 REINTEGRATION PLAN
AND TELEWORK POLICY**

This Addendum supplements and amends Section 3, “Phasing/Reintegration Steps” of the February 24, 2022 Memorandum of Understanding (MOU) between NWS and NWSEO (the “Parties”) concerning the COVID-19 Reintegration Plan and Telework Policy. It also makes minor administrative corrections by updating an Executive Order in Section 4 and hyperlinks in Section 5.

New language for Section 3: Phasing/Reintegration Steps: As the public health threat has evolved, the Centers for Disease Control (CDC) has provided new metrics that provide a more accurate assessment of local COVID-19 conditions. The Safer Federal Workforce has adopted these metrics to make necessary mitigations to ensure the federal workforce’s safety. The parties agree to follow the NOAA COVID-19 Community Level Mitigation Measures versus the originally agreed to “Phasing/Reintegration Steps” in determining COVID 19 workplace mitigation measures. With this change, our focus remains the same; workplace safety and mission accomplishment.

Upon agreement and implementation of this addendum, a Flexible Reintegration Period will commence through July 31, 2022. During this period, all bargaining unit (BU) employees may return to the worksite on a voluntary basis or as required for mission critical onsite work consistent with NOAA COVID-19 Community Level Mitigation Measures and their approved telework agreements. Supervisors may use situational telework and schedule flexibilities for a BU employee to allow up to 100% telework during this period to mitigate mission risk and impacts to returning employees, including those who have dependent care or transportation logistical challenges. During this time, BU employees may update their telework agreements with their supervisors. Following the Flexible Reintegration Period, NWS resumes full onsite operations consistent with NOAA COVID-19 Community Level Mitigation Measures and the February 24, 2022 MOU regarding Telework Policy. Personnel should report to onsite work consistent with each individual’s approved telework plan. Use of expanded situational telework specifically related to reintegration period concludes. Approved telework agreements will be in place for routine, including the option for situational telework.

In addition, the Parties agree to the following:

1. Any telework days added or approved when CDC Community Levels change will be noted on the fixed schedule. Employees may only need to submit one situational telework request until conditions return to a Low Community Level. These telework days will remain in place until the next fixed schedule is posted.
2. In instances where the CDC Community Level in the area a facility exists moves from Low to Medium or Medium to High, the employees will be notified no later than Monday of the following week for the opportunity for additional situational telework or for maximized situational telework. (CDC posts the latest Community Levels weekly on Thursday).

3. Updates to the facility's NOAA COVID-19 Community Level Mitigation Measures will be posted at each facility's entrance and a status message sent to all facility employees by email no later than close of business on Fridays.

These measures supersede the "Phasing/Reintegration Steps" outlined in the February 24, 2022 MOU.

Change to Section 4: Telework: Strike "for Executive Order 13514" and replace with "for Executive Order 13693 (Planning for Federal Sustainability in the Next Decade)."

Change to Section 5: References: Strike "NOAA Portal for Employees" and replace with "COVID-19 Resources for NOAA Employees".

For NWSEO

For NWS

John Werner
NWSEO President

Date

A.J. Reiss
(Acting) NWS Deputy
Assistant Administrator

Date