



## Memo of Understanding December 23, 1994

The National Center Agreement IV allows employees who elect the "Flexitour W/ Credit Hours" the option to earn credit hours if work is available and management approves. Other Alternative Work Schedule (AWS) options do not allow the earning of credit hours.

The AUSC Alternative Work Schedule Agreement Article 4a(8) states, "No employee can be required to work credit hours." Therefore, employees have the option of choosing whether or not to work credit hours.

Whenever unexpected workloads materialize, management can contact the appropriate NTEU representative and let employees know that "there is work available," then employees may exercise their option to work credit hours. Generally, this information would be passed along to employees via group meetings with appropriate NTEU participation.

From time to time during the year workload peaks are anticipated and overtime is scheduled. When this occurs employees may work overtime or elect compensatory time at their preference or they may earn credit hours.

[Signed]

Charles Washington, Jr. for Charles J. Peoples, Director, AUSC

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