

### **Article 8: Hours of Work and Work Schedules**

<b>CURRENT CBA</b>	<b>UPDATE TO CBA</b>
Core hours: 9:30 a.m. to 2:30 p.m.	Adjusted core hours with time zone, 10:00 a.m. to 2:30 p.m. E.S.T. to accommodate hybrid work across time zones.
Alternative Work Schedule (AWS) available to all.	Maxiflex Work Schedule now available supporting hybrid work environment. Flexible time band for work schedule is Monday through Friday from 6:00 a.m. to 10:00 p.m. ET Deleted AWS eligibility requirements including suspension or cancellation.

### **Article 11 Telework and Remote Work Program**

<b>CURRENT CBA</b>	<b>UPDATE TO CBA</b>
Policies for Telework and limited Remote.  <b>NEW</b>	Modernize Telework and create new Remote Work Program; increased number of telework days per pay period to eight (8); approval for 90-day telework at first-line supervisory approval level; and identified positions eligible for remote work all in support to NSF Future Work.

### **Article 15: Learning and Development**

<b>CURRENT CBA</b>	<b>UPDATE TO CBA</b>
After Hours Program: A competitive, centrally funded program for federal employees GS-13 and below and AD-2 and below.	Expanding After Hours Program to federal employees at the pay grade GS-15 and below and AD-4 and below to include undergraduate and graduate degrees.

### **Article 16: General Workforce Performance Management**

<b>CURRENT CBA</b>	<b>UPDATE TO CBA</b>
Contained references to NSF Form 1155	New references to transition to new electronic performance system USA Performance (USAP).
Definitions	<b>ADDED:</b> Interim Rating: A summary rating and written justification (or narrative) issued under specific, limited circumstances (e.g. Details, etc.) prior to the end of the appraisal period to an employee who has been under a performance plan for at least ninety (90) calendar days. An interim rating may occur more than once during a rating period, but is not the rating of record.
The employee and rating official will complete Progress Review of the performance plan on NSF Form 1155	Rating official and employee will complete Part 2. Progress Review of the performance plan in USAP. <b>ADDED:</b> With Details and Temporary Promotions within NSF, the supervisor of record must provide the employee with performance feedback and document assessment in USAP.

	<p><b>ADDED:</b> After 90 days and prior to the end of the detail, the detail supervisor must provide an interim rating for the detail performance plan.</p> <p><b>ADDED:</b> Interim rating must be considered in determining the rating of record by the incoming rating official.</p> <p><b>ADDED:</b> A rating of record of “Unacceptable” must be reviewed and approved by HRM/WRB.</p>
The Performance Demonstration Opportunity Period will afford the employee a reasonable opportunity of at least 30 calendar days to resolve the specific identified performance-related problem(s).	The Performance Demonstration Opportunity Period will afford the employee a reasonable opportunity of at least 60 calendar days to resolve the specific identified performance-related problem(s).

### **Article 21: Alternative Dispute Resolution (ADR) for non-EEO Disputes**

<b>CURRENT CBA</b>	<b>UPDATE TO CBA</b>
NSF ADR non-EEO program will be administered as a pilot program.	NSF ADR for non-EEO program no longer a pilot program.

### **Article 36 Parking**

<b>CURRENT CBA</b>	<b>UPDATE TO CBA</b>
<b>NEW</b>	<b>ADDED:</b> Daily parking applicants will reserve their space daily from the remaining, available parking spaces, which will be on a first-come, first-serve basis.
	<b>ADDED:</b> Electric vehicle charging stations are provided in the garage on a first-come, first-served basis. Only electric/hybrid vehicles may use these parking spaces and be charged at these stations

### **Article 37 Student Loan Repayment Program**

<b>CURRENT CBA</b>	<b>UPDATE TO CBA</b>
<b>NEW</b>	Establish a Student Loan Repayment Program to attract or retain highly qualified individuals by assisting them in repaying their outstanding Federally insured student loans.