



Working Today for a Better Tomorrow

Thanks to NTEU's successful negotiations with the Nuclear Regulatory Commission (NRC) over scheduling improvements, the agency's Office of New Reactors (NRO) has begun a six-month pilot program offering new flexible work schedules.

Program details:

- ★ 18-hour expanded work day—5 am to 11 pm
- ★ Credit hour earning expands to 18 hours – 5 a.m. to 11 p.m.
- ★ The credit hour weekly maximum rises to more than 16 hours.
- ★ All credit hour forms no longer need to be updated when actual hours don't match the plan.
- ★ Time and attendance data entry into HRMS now documents actual credit hours earned or used.
- ★ Four 10-hour days can be established without using credit hours; and
- ★ Duty hours can differ on a daily basis allowing employees to regularly schedule duty hours some evenings at home, or earn credit-hours evenings at home to shorten the workweek.

NTEU—Expanding Opportunity at the NRC



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NTEU Negotiates New Flexible Work Schedules at NRC

NTEU and NRC have agreed to a 6-month Flexible Work Schedules Pilot Program in the Office of New Reactors (NRO). Below are highlights of the Pilot Program:

Credit Hours	Before	Pilot
Expanded Earning Period	6am – 6pm	5am – 11pm
Increased Maximum Earning Per Day Regular Hours + Credit Hours + Time Off cannot exceed 11.25 hrs/day	3.25 hrs	11.25 hrs
Raised Maximum Earning Per Week	10 hrs	16+ hrs

Duty Hours (Regular Work Schedule)	Before	Pilot
Expanded Workday Period	6:45am – 6pm	5am – 11pm
Raised Maximum Regular Work-day	8 or 9 hrs	11.25 hrs

*Duty hours can be different each day of the week.
Four 10-hour days can be routinely established without using credit hours.*

Core Hours	Before	Pilot
Reduced from 31.25 hrs/week to 1 hr/week	8:45am – 3:45pm (each weekday)	10:30am–11:30am (1st Monday only)

*Core hours are defined as the part of the day during which
all employees must be present or on approved leave.*

Work-at-Home

The New Flexible Work Schedules also apply while working at home. For example, employees may now work credit hours at home up to 11pm to shorten the workweek.

NTEU Is working to expand these opportunities to all offices/regions.