

New Article 37

Old Article 40

## Physical Fitness Activities

### 40.1 Policy and Purpose

Exercise and physical fitness activity contribute positively to the overall health and well-being of NRC staff. To encourage continued and increased employee participation in physical fitness activities and expand employees' options for such activities, employees may elect, subject to supervisory pre-approval, to schedule fitness activities for a period not to exceed 90 minutes during any part of the workday. Business needs that emerge prior to or during the scheduled fitness activity will take priority, and participation in such activities must not adversely interfere with work requirements or agency operations. Both supervisors and employees must consider this when scheduling physical fitness activities.

### 40.2 Procedures and Guidance

40.2.1 NRC Form 689, Physical Fitness Schedule, will be used to account for the hours each day and to provide a record for the supervisor. Time taken for these activities is to be made up at the beginning and/or end of that same workday. Time added to the beginning or end of the workday may not extend the day beyond the established hours of the agency; i.e., ~~6:45~~ 6:00a.m. to 6p.m. in headquarters. Employees must continue to comply with appropriate Federal time and attendance controls, and ensure that such absences from the worksite for physical fitness activities are properly recorded and reviewed by their supervisor.

40.2.2 Normal leave procedures may also be used for participation in physical fitness activities during the workday if the employee does not wish to make this time up during that same workday.

40.2.3 Engaging in a physical fitness activity under this article does not require employees to go to a fitness facility or participate in any organized program.

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