

MEMORANDUM OF UNDERSTANDING
between
National Archives and Records Administration
and
American Federation of Government Employees Council 260

On March 11, 2020 the World Health Organization declared a pandemic caused by a coronavirus and in the following weeks led to operational changes of NARA facilities nationwide. This coronavirus disease is known as COVID-19 and is the term used in this MOU.

On July 7, 2021, NARA and AFGE Council 260 agreed to negotiated procedures for NARA reentry and restoration of on-site operations in accordance with Office of Management and Budget (OMB) Memorandum M-21-25. Paragraph 2F of the July 7 agreement established agreed-upon procedures for certain NARA employees to telework up to full time and on a temporary basis, using the informal accommodation authority in NARA Directive 332. The parties further agreed to reassess the program after 120 days and, if needed, to extend, make changes to, or end the program.

This memorandum extends and modifies the original agreement as follows:

- i. To the extent possible, the Agency will allow employees who express concerns about returning to the physical workplace to enter into an informal accommodation – per the requirements in NARA 332, Telework Program, paragraph 332.6.a – allowing for temporary full-time telework, if the employee is:
 - [At increased risk for severe illness](#), as defined by the Centers for Disease Control and Prevention (CDC) (this includes pregnant and recently pregnant people);
 - Residing with a child or adult who is not able to receive a vaccine or for whom the vaccine may not have been effective, provided that the child or adult is not in daycare, school, employment, or care outside of the home; or
 - Responsible for the care of a child or adult for whom daycare, school, or other caregiver is not available due to COVID-19.
- ii. The Parties will assess the success of the informal reasonable accommodations in the preceding paragraph after July 7, 2022, and may, by mutual agreement, extend the assessment period, make changes to the program, or end the program.

On the date of signature of this agreement, the preceding paragraphs will replace sub-paragraphs i and ii of paragraph 2F of the July 7, 2021, Memorandum of Agreement between NARA and AFGE Council 260, re: COVID-19 Reentry.

NARA

AFGE Council 260