

**Memorandum of Understanding**

**Between**

**Lockheed Martin Aeronautics Company- Fort Worth**

**And**

**Office and Professional Employees International Union  
Local 277**

COVID-19 and Situational Telecommuting

During these unprecedented times of the COVID-19 pandemic where social distancing and telecommuting is encouraged by the Centers for Disease Control (CDC), when possible, the Company may permit certain OPEIU represented employees to situationally telecommute in accordance with CRX-514 (attached). The decision to permit an employee to situationally telecommute is within the sole discretion of management and is not subject to the grievance process. The Company may revoke its decision to permit represented employees from telecommuting at any time. The approval of any telecommuting situations is on a non-precedent setting basis limited to the current COVID-19 pandemic situation.

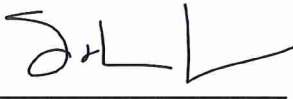
Requests for telecommuting must be made in writing to the employee's manager, and the employee must have a laptop computer and VPN token to work remotely. Classified work cannot be telecommuted. Employees will be required to accurately record their time and provide such information to management on a daily basis.

This Memorandum of Understanding will last through October 24, 2021 at which point it will need to be renewed by the parties.

Signed on this 2nd day of August 2021.

For the Company:

on behalf of Lisa Deitz



\_\_\_\_\_  
Lisa Deitz  
Senior Manager Labor & Employee Relations  
Lockheed Martin Aeronautics- Fort Worth

For the Union:



\_\_\_\_\_  
Tyler Turner  
President and Business Manager  
Office and Professional Employees International  
Union, Local 277

August 2, 2021

Tyler Turner, President/Business Manager  
Office and Professional Employees International Union, Local 277  
641 N. Cherry Lane  
Fort Worth, Texas 76108

Re: Renewal to COVID-19 and Situational Telecommuting Agreement

Dear Mr. Turner:

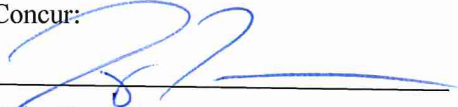
The subject telework agreement signed on March 25, 2020 and extended on January 25, 2021 shall be renewed effective August 2, 2021 through October 24, 2021 contingent upon the Union's withdrawal of General in Character Grievance # 21-003. The renewed telework agreement is attached.


Sincerely,

/s/

Lisa A. Deitz  
Senior Manager, Labor and Employee Relations

Concur:

  
\_\_\_\_\_  
Tyler Turner  
OPEIU  
President/Business Manager

  
\_\_\_\_\_  
Date