

Between

Lockheed Martin Aeronautics Company- Fort Worth

And

Office and Professional Employees International Union
Local 277

COVID-19 and Situational Telecommuting

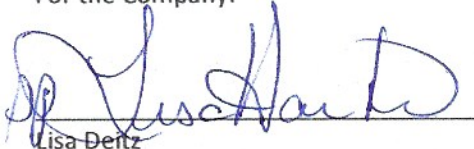
During these unprecedented times of the COVID-19 pandemic where social distancing and telecommuting is encouraged by the Centers for Disease Control (CDC), when possible, the Company may permit certain OPEIU represented employees to situationally telecommute in accordance with CRX-514 (attached). The 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 for a period of ninety (90) days at which point it will need to be renewed by the parties.

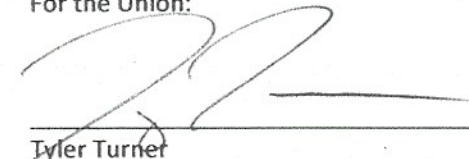
Signed on this 25th day of March 2020.

For the Company:



Lisa Dertz
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