Memorandum of Understanding

The following constitutes an agreement between the Department of Veteran Affairs, Veterans Health Administration Chief Business Office (CBO) and the American Federation of Government Employees (AFL-CIO), National Veterans Affairs Council #53 on the CBO Purchased Care involuntary overtime.

1. The national parties understand that the Department of Veterans Affairs has a requirement under Pub L. 113-146, Section 105 and the Prompt Payment Act to provide payment to vendors for their purchased care claims. To meet its obligations, the Departments CBO for Purchased Care (CBOPC) is requiring the temporary use of involuntary overtime by CBOPC staff. The CBOPC temporary use of involuntary overtime is not expected to extend past April 30, 2015, and possibly ends sooner.

2. Bargaining unit employees shall be given two (2) week notice prior to the start of the involuntary overtime. Such efforts, by the Department CBOPC management officials, shall include making the CBOPC offices accessible a minimum of ten (10) hours each workday.

3. Bargaining unit employees shall be allowed to volunteer for more overtime hours than required by this CBOPC initiative. Management officials shall kept a roster of bargaining unit employees that have elected to volunteer for overtime hours. The list shall be made available to the local union upon their request.

4. Bargaining unit employees shall be allowed the maximum flexibility in working the required CBOPC involuntary overtime hours. The requirement is to include, but not limited to, the following for bargaining unit employees:

    - Working one hour prior to or after their normal tour of duty each day
    - Working two hours prior to or after their normal tour of duty every other day
    - Giving the bargaining unit employee the flexibility to choose their own schedule regarding overtime hours with management approval
    - Having a co-worker volunteer for some of their overtime hours within a pay-period with management approval on a case-by-case basis
    - Using telework to complete the overtime if Telework eligible and have an agreement in accordance with Article 20 – Telework, VA/AFGE Master Agreement
    - Working on Saturday to complete the necessary hours of overtime in the office or by Telework

5. Department management officials shall consider hardship exceptions of bargaining unit employees on a case-by-case basis, considering an employee's individual circumstances.

6. Bargaining unit employee shall not be required to rearrange or cancel any approved leave and shall be allowed to take leave in the normal manner without restriction to the overtime initiative.

7. This agreement shall not affect the current voluntary overtime policy of the local parties so long as there is no conflict. In case of a conflict this national MOU shall govern.

8. CBOPC management officials shall informed the NVAC if the mandated overtime will extend beyond the April 30, 2015, date and given the opportunity to bargain on the extension.

9. NVAC reserves it right to address matters related to the CBOPC mandated overtime as they occur.

10. Upon their receipt the appropriate management official shall provide a copy of this MOU to the AFGE Local Union President.

Donald Stephen, VA Labor Specialists For the Department of Veterans Affairs (VA)	Oscar L. Williams Jr., 2nd Exec. Vice President AFGE National Veterans Affairs Council #53
3/11/15 Date	3/11/15 Date