U.S. Department of Veterans Affairs
Veterans Benefits Administration

VBA - AFGE Memorandum of Understanding

Mandatory Overtime VBA Initiative at Education RPOs

The following constitutes agreement between the Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO National VA Council #53 (NVAC). The subject of this agreement is the Mandatory Overtime VBA Initiative at the four Education RPO Centers to address the urgent need to reduce pending workload and timeliness.

1. The mandatory overtime is designed to meet the emergent needs at this time and does not establish a permanent policy for future overtime. When the emergent need is corrected, mandatory overtime will no longer be required.

2. Management will provide the NVAC Mid Term Bargaining Team and the Local Presidents the number of cases pending in Education when the mandatory overtime begins and weekly progress reports as to cases pending. Management will also provide the NVAC Mid Term Bargaining Team and the Local Presidents the goal they are attempting to reach before the mandatory overtime begins.

3. All leave requests approved before the mandatory overtime begins will remain approved.

4. All leave requests submitted after the mandatory overtime begins will be treated in accordance with the Master Agreement, any local supplemental agreements which apply, and past practice at the facility in question.

5. If management mandates overtime, it will specify the number of hours employees are required to provide in overtime per week. Labor and management at the facility level will cooperatively develop work schedules which allow employees multiple options of attaining the required number of hours.

6. Employees will be excused from mandatory overtime for hardship. Hardship may include factors such as education commitments, family needs, stress, and emergencies.

Employees in the hardship category will be treated with dignity, respect, and confidentiality regarding the mandatory overtime.

7. Management will not mandate that employees work overtime for more than three consecutive weeks. After three weeks of mandatory overtime, management will allow at least one week to pass where any overtime provided is voluntary.

8. The parties may negotiate locally on this subject provided they do not conflict, interfere with, or impair the implementation of this MOU and the Master Agreement.

Appropriate management officials shall provide a copy of this MOU to the Local officials at their facility upon receipt of this MOU.

/S/ Jennifer Long
For Management

/S/ Richard Zimnoch for Alberta Franklin
For NVAC

Date: November 13, 2000

Reviewed/Updated: February 15, 2002