

The following constitutes agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees (NVAC) concerning the proposed changes to MP-5, Part II, Chapter 3, "Pay Administration."

1. Should management change MP-5, Part I, Chapter 610 and it adversely affects working conditions of bargaining unit employees, the national labor-management obligation shall be fulfilled prior to implementation of such change.

2. Employees will not be required to wear and respond to beepers/pagers unless they are in a pay status.

3. Those facilities having local negotiated agreements will continue to honor those agreements as long as they do not conflict with the national agreement. A conflict shall be resolved in favor of the national agreement.

4. Those employees currently in a standby pay retention status will continue to be paid under the provisions of 38 U.S.C. 7457.

5. If funding permits, employees scheduled for on-call duty shall be issued and required to respond to pagers or other mobile technology which will be used to notify them of a need for their prompt return to duty.

6. Management encourages the use of qualified volunteers and normally will use volunteers to perform on-call or standby duty within the work unit before assigning such duty to non-volunteers.

7. (Copy F, 7. Delete first sentence and replace with the following)

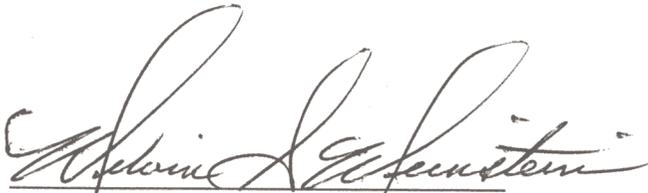
An on-call or standby tour of duty may be terminated in a work unit at any time the Facility Director determines that such tour is unnecessary or excessively costly. The decision and reason shall be specific and in writing and forwarded to the union prior to implementation.

8. Management may not require employees scheduled for on-call duty to remain at the designated duty station. Employees required to remain at the designated duty station for prompt return to duty shall be placed in a standby duty pay status from the beginning to the end of their standby tour.

9. On-call and standby work schedules shall be established and normally available for review by all affected employees within a work unit.

10. Issues relevant to the policy and not specifically addressed in the policy or MOU may be addressed in local bargaining. This does not affect local management's right to declare specific union proposals as non-negotiable.

11. Local Personnel Officers will, upon receipt, provide a copy of the Chapter change and this MOU agreement to the local union president.


For Management


For NVAC

NATIONAL VA COUNCIL
RECEIVED

3/11/92
Date

MAR 11 1993