

MEMORANDUM OF UNDERSTANDING

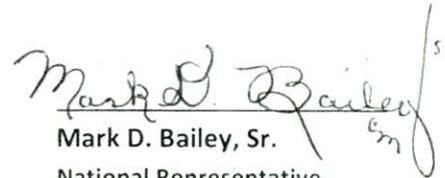
THE FOLLOWING CONSTITUTES A Memorandum of Understanding (MOU) between the Department of Veterans Affairs and the National Association of Government Employees (NAGE) concerning the VA Time and Attendance System (VATAS).

1. Management is responsible for the collection of official time data. The collection of official time data will not affect or change the local process currently utilized by NAGE Union officials in regards to reporting or requesting official time without management meeting their bargaining obligations under the VA/NAGE Master Agreement.
2. NAGE union officials will be provided with an e-mail work group to utilize when a specific problem occurs with their bargaining unit employees pay. If the current link (<http://vaww.infoshare.va.gov/sites/epay/CustomServiceSite/layouts/formserver.aspx?XsnLocation=/sites/epay/CustomServiceSite/Shared%20Documents/CustomServiceForm1.xsn&OpenIn=Browser>) to the web site changes management will inform NAGE within two weeks of the change.
3. Although Management has an agreement with DFAS regarding the loss of 90% of an employee's pay, lesser amounts will also be addressed in a timely manner on a case by case basis.
4. Management will adhere to Article 62, Section 2 – Errors in Payment as well as Section – 4 Emergency Payments when addressing problems arising during the implementation of the VATAS system. In regards to a pay error resulting from the roll out of VATAS, Management will take immediate action to promptly pay the employee.
5. Management will provide training to Local Union Representatives at their duty station prior to the deployment at their facility.
6. VATAS training will be given in different modalities and special assistance to, i.e. hearing impaired, computer challenged, sight impaired, fire fighters, etc. to employees at each site.
7. Management agrees that in accordance with Article 10 of the Master Agreement that NAGE reserves its rights to address related concerns to the roll out of VATAS when and if they occur.
8. Management agrees that employees may add the VATAS icon to their desktop regardless of their specific work area.

9. A signed copy of this MOU shall be posted on the Office of Labor Management Relations website within 10 calendar days of signing this agreement.
10. NAGE National and the Local Union President shall be provided a copy of this MOU within 10 days of signing this agreement.

 4/21/2016

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Mark D. Bailey, Sr.
National Representative
N.A.G.E.