Frequently Asked Questions #2

VA – AFGE 2011 Master Agreement



1. **Article 48 Official Time, Section 10, addresses local official time allocations. Section 10 alternates between the terms “bargaining unit *positions*” and “bargaining unit *employees*.” For the purposes of calculating official time under Section 10, the number of encumbered (i.e., filled) bargaining unit *Full Time Employees Equivalent (FTEE), not the number of positions,* must be used to determine the local official time allocation. Additionally, per Section 10C(3), every six months after the effective date of the contract (March 15, 2011) the number of local AFGE bargaining unit employees will be recalculated to determine a new, current official time allocation.**
2. **Official Time –Minimum percentage allotments by Administration for VHA, VBA and NCA – Article 48 Section 10 A** 
   1. For a local union that represents more than one administration, (e.g., one VHA and one VBA facility) that local will receive a minimum allotment equal to 4.25 official time (OT) hours per year for each bargaining unit employee represented by that local union.
      1. 4.25 x Total BUEs represented by the local = OT Hours
      2. After calculating the formula, if the number of OT hours is *greater* than the current OT allotment, the local union receives the new number of OT hours provided by the formula
      3. After calculating the formula, if the number of OT hours is *less* than the current OT allotment, the local union keeps the number of OT hours they currently have
      4. A local union representing more than one administration is not entitled to the minimum percentages for each administration described in Section 10 A (VHA & VBA 50%, NCA 25%)
   2. For a local union that represents just one administration, either **VHA** or **VBA**, the local union is entitled to a minimum of 50% OT. Start with the formula:
      1. 4.25 x Total VHA or VBA BUEs represented by the local = OT Hours
      2. After calculating the formula, if the number of OT hours is *greater* than a 50% allotment, the local union receives the new number of OT hours provided by the formula
      3. After calculating the formula, if the number of OT hours is *less* than a 50% allotment, the local union receives the minimum of 50% provided by the Master Agreement, *unless* a prior agreement gives the local more than the minimum 50% but less than the number of OT hours provided the 4.25 formula
   3. For a local union that represents just **NCA**, the local union is entitled to a minimum of 25% OT. Start with the formula:
      1. 4.25 x Total NCA BUEs represented by the local = OT Hours
      2. After calculating the formula, if the number of OT hours is *greater* than a 25% allotment, the local union receives the new number of OT hours provided by the formula
      3. After calculating the formula, if the number of OT hours is *less* than a 25% allotment, the local union receives the minimum of 25% provided by the Master Agreement, *unless* a prior agreement gives the local more than the minimum 25% but less than the number of OT hours provided the 4.25 formula
3. **Official Time – Work Stations Greater than 50 Miles from a Facility – Article 48 Section 10A**
   1. “Where a local represents employees at a CBOC, Consolidated Mail Out Pharmacy (CMOP), clinic, service center, or successor, at a duty station greater than 50 miles from the facility, that local union will be allotted 25% official time at that duty station.”
      1. The intent of this language is to give dedicated official time at distant locations so union representatives do not have to use large portions of OT in a travel status for a brief meeting.
      2. If one of the work stations listed above currently has a union representative stationed at that location, that union representative is entitled to 25% OT. This 25% OT cannot be transferred back to the main facility.
         1. BUEs at this work station are **not** included in the overall calculation of 4.25 x BUEs when determining the union OT allotment at the main facility
      3. If one of the work stations listed above currently does not have a union representative stationed at that location, the 25% OT allotment is not applied
         1. BUES at this work station **are** included in the overall calculation of 4.25 x BUEs when determining the union OT allotment at the main facility
         2. However, the union may designate a representative at the station at any time. That representative would then be entitled to the 25% OT, *but* the BUEs at the station would no longer be included in the 4.25 x BUEs calculation.
      4. In no case should the union be receiving *both* 25% OT at a station over 50 miles from the main facility and including the BUEs from that station in the OT formula of 4.25 x BUEs. The union can choose either the 25% OT at the remote station or to include the BUEs from the remote station in their 4.25 calculation, but not both. The union and management should jointly recognize which approach the union chooses.