



**AMERICAN FEDERATION OF GOVERNMENT EMPLOYEES
NATIONAL VETERANS AFFAIRS COUNCIL #53
Affiliated with the AFL - CIO
Mid-Term Bargaining Committee**

Oscar L. Williams Jr., Chair 2 nd Exec. V-President 29 Lake Street Danville, IL 61832-6101	Bill Wetmore, Member 3 rd Exec. V-President 2319 Alava Court Waldorf, MD 20603	Willie Haywood, Member 6 th Dist. Rep., NVAC 17705 Garden Blvd. Cleveland, OH 44128	Jeff Sladek, Member 13 th Dist. Rep., NVAC VAMC 3601 S. 6 th Ave. Tucson, AZ 85723	Stephanie Starks, Member National Rep., NVAC VAMC Philadelphia Philadelphia, PA 19104
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November 20, 2012

Leslie B. Wiggins, Deputy Assistant Secretary
Office of Labor Management Relations (LMR)
Department of Veterans Affairs
810 Vermont Avenue, NW Bldg. 1575
Washington, DC 20420

Subject: VA Handbook 5011 Hours of Work and Leave, Chapter 4 – Alternative Workplace Arrangements (Telework)

Dear Ms. Wiggins:

In accordance with Article 47 Section 2 C., of the Master Agreement the National VA Council #53 is formally demanding to bargain on VA Handbook cited above within the Department. Please provide the above named Mid-Term Bargaining Committee with all information and/or data related to the subject. The negotiations of this matter should normally begin no later than twenty (20) workdays after the Management Chief Negotiator receives our demand to bargain.

Please cease and desist any implementation until the bargaining obligation has been met. The named NVAC's Mid-Term Bargaining Committee may request a briefing over the cited subject above, before sending any proposals. If you have any questions please call me at (217) 554-4866.

Sincerely,

Oscar L. Williams, Jr.
Chairperson, Mid-Term Bargaining Committee
2nd Executive Vice President
National VA Council #53

cc: Alma L. Lee, President National VA Council #53
NVAC Executive Committee

AFGE: Good Government We Are Ready!



DEPARTMENT OF VETERANS AFFAIRS
Deputy Assistant Secretary for
OFFICE LABOR-MANAGEMENT RELATIONS
Washington DC 20420

NOV 19 2012

Oscar L. Williams, Jr.
2nd Executive Vice President
National VA Council AFGE
29 Lake Street
Danville, IL 61832

Dear Mr. Williams:

On December 9, 2010, President Obama signed into law the Telework Enhancement Act of 2010 (Public Law 111-292) aimed at increasing Telework in the Federal government. The law requires the head of each executive agency to establish and implement a policy under which eligible employees may be authorized to telework.

Please note that a policy, VA Handbook 5011, Part II, Chapter 4 had been in place prior to the enactment of the law. Nonetheless, the Department has decided to revise the current policy to facilitate full compliance with the Telework Enhancement Act. The revision was accomplished with the assistance of the various Unions through pre-decisional involvement.

Enclosed for your review and comment is the revised VA Handbook 5011, Hours of Duty and Leave, Chapter 4 – Alternative Workplace Arrangements (Telework).

The handbook contains mandatory procedures on hours of duty and leave. The pages in this handbook replace the corresponding page numbers in VA Handbook 5011. Chapter 4 of Part II will be replaced in its entirety.

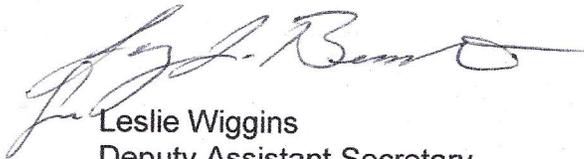
Significant revisions include:

- a) Allows staff to utilize personally owned computer equipment;
- b) Requires written telework agreements for any telework arrangements, to include Adhoc;
- c) Sets forth the two exclusions identified in PL 111-292;
- d) Shortens the process for establishing a telework agreement, and
- e) Requires local telework coordinators to maintain records of telework agreements in place.

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The proposed implementation date is December 21, 2012. If you would like to discuss or a briefing, please contact Edson Morales no later than December 18, 2012. Edson can be reached at Edson.Morales@va.gov or (631) 261- 4400 extension 2746. Questions regarding this handbook should be addressed to Deborah Munn at (202) 461-7985 or Deborah.Munn@va.gov.

Sincerely yours,



Leslie Wiggins
Deputy Assistant Secretary
for Labor-Management Relations

Enclosures

Received

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Nat'l VA Council
Midterm Bargaining Committee