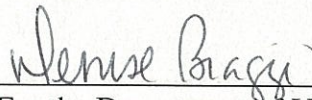


Memorandum of Understanding

VA Handbook 5011, Part II, Chapter 4, Alternative Workplace Arrangements (Telework)

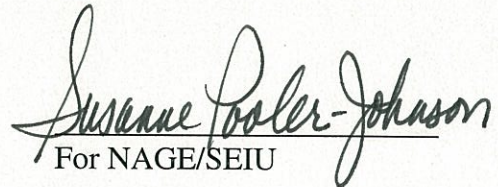
The following constitutes an agreement between the Department of Veterans Affairs (Agency) and the National Association of Government Employees (NAGE) concerning the DVA Telework process.

1. The Agency and NAGE National agree that if the Agency is required by a change in law or regulation to revise its Telework policy in a way that conflicts with the terms of Article 14, the national parties will bargain over the revision in accordance with Article 10, Part B, Section 2.
2. Management will consider the use of telework for employees receiving OWCP benefits when appropriate and feasible in accordance with Article 49, Section 5 of the Master Agreement.
3. Upon request, management and the local union can bargain general overtime procedures in accordance with Article 12, Section 4 of the Master Agreement or Local Agreements.
4. Within the five (5) calendar days of receipt, the appropriate management official at each facility shall provide a copy of this MOU to the Local union President.



For the Department of Veterans Affairs

3/6/08
Date



For NAGE/SEIU

3/6/08
Date