

**Memorandum of Understanding
For The Procedures and Appropriate Arrangements for MCM 05-08 Maintenance of Time and
Attendance Reports and Delegation of Unit Timekeepers**

This Memorandum of Understanding (MOU) will provide clarification for the Timekeepers MOU Addendum signed September 15, 2014.

1. Management will adhere to Article 10, Competence, in the Master Agreement between the Department of Veterans Affairs and the American Federation of Government Employees, March 2011 (Master Agreement)
2. Management will provide a notice to all supervisors and timekeepers of the provisions of the Master Agreement
3. All timekeepers requesting training will be provided that training immediately
4. This new MOU will be attached to the September 15, 2014 MOU and Addendum for the record.

Donald L. Fowler

Donald Fowler
NVAC 11th District Representative
Chief Negotiator, for AFGE (Labor)
Date: 12/15/14

Annette G. Barkema

Annette Barkema
CFO VAPORHCS
Chief Negotiator, for Management
Date: 11/5/15

Denise L. Lieb

Denise L. Lieb
President, AFGE Local 2583
VAPORHCS, for AFGE (Labor)
Date: 12/15/14

Kimberly Donoyan

Kimberly Donoyan
1st Vice President, AFGE Local 2157
VAPORHCS, for AFGE (Labor)
Date: 12/15/14

J. B. Webb
Rec. 12/15/2015