

MEMORANDUM OF UNDERSTANDING

Mandatory Overtime- Fiscal Year 2019

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (Agency) and the American Federation of Government Employees (AFGE), AFL-CIO, National VA Council #53 (NVAC). The purpose of this agreement is to address the urgent need to reduce the pending disability claims backlog by utilizing Veterans Service Representatives, Rating Veterans Service Representatives, Decision Review Officers, Quality Review Specialists, Claims Assistants and File Clerks. Any expansion of mandatory overtime beyond the positions listed above will be communicated to AFGE timely, prior to expansion.

1. The mandatory overtime is designed to meet emergent needs. This agreement is in effect for all mandatory overtime scheduled on or after October 1, 2017 through the end of FY2019, which ends on September 30, 2019. Should Management want to extend or re-implement mandatory OT beyond FY 2019, the Union will be informed and the parties will revisit this MOU.
2. Management will be flexible in providing an optimum range of available hours, to include, but not limited to, expanded office hours to assist employees in choosing the dates they are able to work to meet the required overtime hours. When practicable, and provided mandatory overtime funding is available, Management will inform employees of available mandatory overtime hours on a monthly basis. When employees select the day(s) to work, the minimum amount of overtime that can be worked must be in increments of one (1) hour on weekdays, and two (2) hours on weekends or compressed days. From Monday through Friday, overtime hours must be worked before or after the employee's tour of duty during the hours between 6 a.m. and 6 p.m., unless office hours are expanded.
3. Management will take into consideration employees' requests to work compensatory time in lieu of premium pay as covered by the Master Agreement.
4. Management will adhere to the provisions of the Master Agreement regarding leave when making mandatory overtime decisions.
5. Mandatory overtime shall not be in excess of 20 hours per month per employee.
6. If an employee wants to work more than the mandated overtime hours, then the employee may request to do so. If Management does not grant the request, the employee should be provided an explanation so the employee may understand what the basis for the denial is. If the employee wants the denial in writing, the employee must provide a written request for voluntary overtime, in excess of that mandated at the facility.
7. Employees shall receive premium pay in accordance with applicable regulations. Employees on compressed schedules who request to work more than 10-hour days will

