

MEMORANDUM OF UNDERSTANDING (MOU)

Remote DROC-DC Memo OAR

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees (AFGE), AFL-CIO National Veterans Affairs Council (NVAC) #53, (Union) regarding the Remote DROC-DC Memo OAR.

1. DROC bargaining unit employees (BUE) employees who are remotely managed will be supported by the Regional Office that has geographical jurisdiction over their remote work location.
2. DROC-DC employees may request “hotel” or “swing” space as necessary when required to report to the Regional Office. Such requests would be limited to when the employee is unable to work at their official duty station (i.e. their home) due to internet outage, power outage, etc. or is required to report for a business reason.
3. DROC bargaining unit employees (BUE) employees who are remotely managed will be bargaining unit members and under the jurisdiction of the Master Agreement and the Local Supplemental Agreement and any other facility ruling of the VARO from where they worked prior to being hired as a remote DROC employee. Any remote DROC employee hired after this MOU will be under the jurisdiction of the Master Agreement and the Local Supplemental Agreement and any other facility ruling of the closest AFGE local that represents VBA employees.
4. DROC bargaining unit employees (BUE) employees who are remotely managed will have the opportunity to apply for and be considered for any opening or position for which the employee is qualified for at the facility where they are physically located or that is within the geographical jurisdiction of the Regional Office that supports their remote work site.
5. When management proposes a change relating to personnel policies, practices, and other conditions of employment the DROC, for which there is a bargaining obligation, they will notify the AFGE VBA Mid Term Bargaining Team in accordance with the Master Agreement.
6. After implementation, if either party is made aware of issues that may affect employees, both parties agree to discuss the issues and work to mutually resolve the issues for the employees. Should discussions not resolve the issues, the parties will implement the negotiating process to the extent required by the statute.

7. Management shall provide a copy of this MOU to the local president and/or designee at each AFGE local within (10) ten days of the date this MOU is signed.

Kevin D. Nelson
Kevin D. Nelson
For the Agency

Paul H. Fleming
For AFGE/NVAC

12/08/2021
Date