

**Memorandum of Understanding (MOU) for the
VA Puget Sound Health Care System between
Department of Veterans Affairs, Puget Sound Healthcare System (VAPSHCS) and
American Federation of Government Employees (AFGE), AFL-CIO
National VA Council 53, AFGE Locals 498 and 3197**

The following constitutes an agreement between The VAPSHCS within VISN 20, and the American Federation of Government Employees (AFGE), AFL-CIO, National VA Council #53 (NVAC), AFGE Local 3197 & AFGE Local 498, the parties have reviewed and agreed upon the appropriate arrangements and procedures regarding, Mandatory Overtime/Standdowns for Veterans Transportation Lodging Program Services.

1. Mandatory overtime is designed to meet urgent needs. The Mandatory overtime for the travel claims backlog will begin 3 weeks after the signing of this document.
2. The Union will be provided, upon request, a report of the current backlog no more than once per month. The Union will use this to determine the need for continued Mandatory Overtime and for future negotiations on timelines.
3. Mandatory Overtime is projected to cease on June 5, 2024. If the need for continued Mandatory Overtime is determined by Management, formal notification will be sent to the Union for further negotiations.
4. Employees will be required to work 16 hours of overtime per pay period. Volunteers for additional overtime will be solicited by Management. Employees may request to work more than the mandated amount of overtime. If the request is denied, management will provide the reason in writing.
5. Employees may work the mandatory overtime during off hours to include Saturdays, Sundays, and night shift. Telework eligible employees may work the mandatory overtime via telework.
6. No scheduled AL will be cancelled due to the overtime mandate. If an employee has a week or more of annual leave scheduled, there will be no mandate for overtime during that time period.
7. Management will comply with the Master Agreement Article 29 section 20-part F concerning VDT breaks.
8. Employees will receive premium pay in accordance applicable regulations.
9. Employees will be fully trained prior to being mandated to work overtime.

Denise L Lieb
NVAC 11th District Representative
Chief Negotiator, Labor

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Broderick F. Cooper
Mobility Manager
Chief Negotiator, Management

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COOPER
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Beverly Anderson
President AFGE Local 3197

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Stephanie Lye
Travel Supervisor

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LYE
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Paul Nance
President AFGE Local 498

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Joseph Martinez
Travel Supervisor

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MARTINEZ
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