

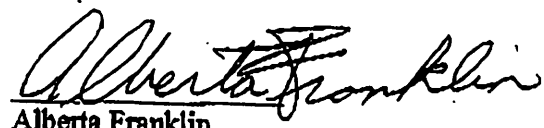
MEMORANDUM OF UNDERSTANDING

Implementation of Employee Time and Attendance (ETA) at VBA Field Stations

The following constitutes an agreement between the Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO National VA Council #53 (NVAC). This agreement concerns migration and implementation of the Employee Time and Attendance (ETA) system used by the Veterans Health Administration (VHA) for use by employees of the Veterans Benefits Administration (VBA).

1. Nothing in this agreement may conflict, interfere with, or impair the Master Agreement between the Department of Veterans Affairs and the American Federation of Government Employees.
2. Upon request, management will provide documentation regarding the progress of the program to the Union at the end of six months after signing this agreement.
3. Except where already in existence, ETA will replace the other time card systems currently in place and will be used to account for duty hours worked, leave, and authorized absence from station. VBA methods will mirror VHA's current practices.
4. No employee will suffer a loss of grade or pay as a direct result of this policy.
5. All employees affected by this implementation effort will be provided adequate training on the ETA system prior to implementation. Management recognizes that employees need to be adequately trained on this program and will take that into consideration when contemplating disciplinary or performance based actions as a direct result of this program.
6. Local bargaining at each facility over appropriate issues not otherwise in conflict with this or other national level agreements may be completed prior to the implementation of this program at the local facility.
7. The appropriate management official at the facility level will provide a copy of this MOU to the Local President upon receipt.


Veronica Wales
For Management


Alberta Franklin
For NVAC

Date: 3/30/05