

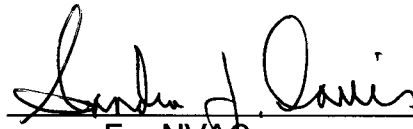
MEMORANDUM OF UNDERSTANDING  
Of the  
Columbia Fid-Hub LIE Work-at-Home Pilot

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 VA Council (NVAC) #53, (Union) regarding the Columbia Fiduciary-Hub Legal Instrument Examiners (LIE) Work-at Home pilot.

1. The LIE Work-at-Home pilot will begin the implementation process no later than the first full pay period after the signing of this MOU and will be in place for six (6) months. The pilot will include the participation of 10 LIE, with two allowed each work day to report to the Official Duty Station (ODS) or Closest Duty Station (CDS) to perform telephone duty. The LIE must work telephone duty one workday per week at the ODS or CDS for operational needs. The affected employee will have a set day to report to the ODS or CDS.
2. Telework is a voluntary work arrangement that can be terminated by the participating employee or supervisor at any time with appropriate notice as required by the Master Agreement. It is noted that management will evaluate and determine the need to continue a telework agreement based on the operational needs of the office.
3. Volunteers will be solicited for participation in the program and participants will be determined at the Hub level in accordance with the Master Agreement. To participate in the work-at-home pilot, the LIE must be journey-level, successfully meeting the current performance standards and must be able to work from home self-sufficiently. If not selected, they will be notified in writing and provided the reason for denial.
4. Participants may not be assigned to the Cursory Review, Action Mail, Congressional Liaison, or Misuse teams, to which employees are rotated on an equal basis as already established.
5. Performance standards of the LIE participating in the pilot are the same as the LIE's performing in the office of their assignment.
6. Equipment will be provided by VBA for use in the Work-at-Home pilot.
7. Every effort should be made to continue the volunteer in their current tour of duty.
8. Every effort should be made to utilize alternative technology for meetings and training sessions so as to prevent altering the pilot data.

9. At the conclusion of the pilot, the data and determination will be presented to the VBA Mid-Term team.
10. Prior to VBA national rollout or expansion of the pilot, all bargaining obligations will be met at the national level.
11. Management will provide a copy of this MOU to the Local President of employees participating in this Fid-Hub LIE Work-at-Home pilot.
12. Management will adhere to Article 47, Section 4 of the Master Agreement.

  
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For Management

  
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For NVAC

10/9/14  
Date