



Sidebar to Article 41

The provisions in Flexiplace Memorandums of Understanding (MOUs) that were in effect on the effective date of this Article regarding positions where employees are currently Teleworking, the number of days an employee is allowed to work and percentage of employees allowed to participate in Flexiplace or the number of employees allowed to work Flexiplace on any given day will not be diminished.

In those components with Telework agreements, the parties will meet within 60 days of the signing of this sidebar to discuss Telework within the component, with the overall objective of expanding Telework opportunities to the extent practicable without diminishing Agency operations and performance. These discussions will address the positions eligible, number of employees eligible and number of days for eligible employees. The number of days will normally be from one to three, unless otherwise agreed to by the parties. These discussions and information sharing will be held via technology. (Each component may have up to 6 representatives.)

All agreements will be in accordance with Article 41.

If these discussions do not result in resolution, either party may initiate the following dispute resolution process:

1. Issues in dispute will be put in proposal form and exchanged.

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2. Each component initiating this dispute resolution will be entitled to 3 union negotiators.

Travel and per diem will be paid by the Agency for 2 negotiators except no travel and per diem will be paid for component discussions for AFGE Local 1923.

3. The parties will meet in Central Office, except for ODAR where the parties may agree to meet in Falls Church, for up to 3 days in an attempt to resolve the disputes.

4. Unresolved negotiable issues may be referred to mediation and impasse proceedings.

5. The Agency will pay travel costs for 2 union negotiators through mediation and impasse proceedings.

Yearly monitoring meeting will take place in the October National Forum to review the Telework Enhancement Act and OPM Guidance and Telework Data Call. OPM compliance requirement and reports may also be discussed.

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