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~~Met Off~~
June 27, 2013

Handwritten initials: RP, WS, and a circled 'C'.

Article 41 Sidebar
Telework Pilot in Operations

The parties agree that Telework contributes to a positive work environment that assists in maintaining a productive and high quality workforce. Expanding Telework opportunities in DCO raises potential technological and security issues that would best be resolved by a pilot program.

The parties further agree to the following parameters of a Telework pilot program in DCO:

1. The overall length of the pilot period including data gathering and decision-making will be 30 months.
 - a. Within 6 months of the signing of this sidebar, 500 employee volunteers within DCO will be permitted telework opportunities on a schedule basis.
 - b. Within 24 months of the signing of this sidebar, an additional 1500 employee volunteers will be permitted to telework on a scheduled basis contingent upon systems capacity and technological support.
 - c. Employees participating in the pilot may request to telework at least one day per pay period. The parties will review the number of days an employee may telework after the first 6 months of the pilot. Management approval will be in accordance with Article 41 signed and dated June 27, 2013 and this sidebar.
 - d. Employees in pilot sites (i.e. office, unit, mod, center) may also request to work episodic telework. Management approval will be in accordance with Article 41 signed and dated June 27, 2013 and this sidebar.
 - e. The 2000 employees will be distributed proportionally across Central Office and the Regions based on bargaining unit size. Each component (i.e. FO, PSC and RO) within a Region will be allocated numbers in proportion to their bargaining unit size. For purposes of this pilot, OCO, WBD0C and CO Operations Staff Components will be considered an 11th Region.
 - f. DCO will evaluate the pilot at least every six months. Evaluations will be shared with AFGE.
 - g. Within 60 days following the conclusion of the pilot, the parties will meet to discuss the continuation and next steps or termination of the pilot. The discussions will be in accordance with the sidebar dealing with components already having Flexiplace agreements.

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June 27, 2013
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2. Within 60 days of signing this sidebar, the parties will meet to determine additional details of the pilot including positions in the pilot and evaluation criteria. Service Comp Date (SCD) will be a primary factor in the selection criteria where more employees request Telework than are authorized by the pilot. AFGE may have six representatives at this three-day meeting in Central Office. The Agency will pay for five AFGE travelers. Any subsequent meetings will be conducted via technology unless the parties agree otherwise.

John Patrick

Michael
John
Douglas

6/27/13