

MEMORANDUM OF UNDERSTANDING
Interpretation of Articles 10&13
VA/NAGE Master Agreement

The following constitutes agreement between the Department of Veterans Affairs and the National Association of Government Employees (NAGE) union regarding the interpretation of the below provisions of the VA-NAGE National contract dated November 28, 2003.

Article 13, TIME & LEAVE – Section 5A, Documentation of Sick Leave

The day the employee is sent home due to illness or injury during his or her tour of duty DOES NOT count as one of the three (3) days referred to in section 5A.

Article 10, NATIONAL CONSULTATION RIGHTS AND MID-TERM BARGAINING

Part A, National Consultation Rights, Section 2C, Procedures

In the interpretation of section 2C it is understood that the thirty (30) day time period runs CONCURRENTLY with the thirty (30) day time period provided in Part B, Mid - Term Bargaining, Section 3B.



Ronald E Cowles
Deputy Assistant Secretary
Labor-Management Relations



Mark D. Bailey, Sr.
NAGE National Representative

Date: NOV 16 2005