



NATIONAL ARCHIVES *and*
RECORDS ADMINISTRATION
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MEMORANDUM OF AGREEMENT

Dated January 20, 2012

between

National Archives and Records Administration

and

American Federation of Government Employees

Council 260

This memorandum is to accompany the Parties' update to the National Agreement dated July 2008. The authorized representatives met during the period of January 9 through January 20, 2012 to negotiate updates to the National Agreement necessitated by recent reorganization efforts or adoption of new technologies. The Parties agreed that the existing National Agreement remains in force until July 2013, as articulated in Article 33. The Parties will post a "Track-Changes" version of the agreement, to identify updates. Updates to organizational nomenclature or regulatory reference will not be highlighted as changes but will appear in final form.

Negotiated changes of note include:

1. Unit definition, reflected in Article 1, Section 2, updated to include probationary employees;
2. Clarification of the term "continuous duty employee" in Article 6, Section 7;
3. Replacement of the term "Flexiplace" with "Telework" in Article 8, and addition of guidance for teleworkers in Article 9;
4. Deletion of Article 11, Section 1C, to accord with #1 above;
5. Revisions to Articles 12, 13, & 14 to reflect updated Human Capital processes and guidance;
6. Revisions to Article 16 to clarify roles and responsibilities;
7. Revision to Article 19 to address legitimate circumstances which may require the Agency to request medical information;
8. Update to Article 24, Grievance/Arbitration to identify organizational level for filing a grievance, and
9. Addition in Article 28, Labor Management Relations, of new Section 7 to address emerging technology of Web 2.0 communications.

For the Union:

For the Agency:

Darryl W. Munsey 1/20/12
DARRYL MUNSEY DATE
President, AFGE Council 260

Scott A. Levins 1/20/2012
SCOTT LEVINS DATE
NARA Negotiating Team

Theodore Hill 1/20/12
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