

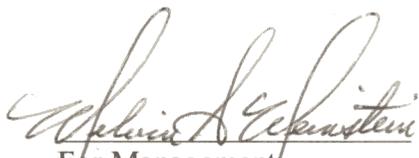
**American Federation of Government Employees, National VA Council (NVAC),  
and the Veterans Benefits Administration (VBA)**

The following constitutes agreement between VBA and the American Federation of Government Employees NVAC concerning HRM Consolidation.

**Human Resources Management (HRM) Consolidation**

1. In accordance with Executive Order 12871, 7106 (b) (1) matters are a mandatory subject for negotiations. FTE changes due to the entry of HRM employees into the bargaining unit is a subject for local partnership councils or local bargaining.
2. Management will make every effort to ensure that HRM employees are qualified for reassignment into a different occupation. However, the Office of Personnel Management X-118 Handbook provides for modification of experience requirements for various in-service placement actions. Management will ensure that former HRM employees receive appropriate training and are subject to the same performance requirements that other employees in the occupation must accomplish.
3. Management will make every effort to provide the same level of quality and timely HRM assistance to employees and the Union.
4. Existing local HRM responsibilities (i.e., merit promotion plan, details, flextime, performance management, upward mobility, grievances, and labor relations) affecting general working conditions of local bargaining unit employees will remain at the facility level.
5. Management agrees to follow all local agreements. However, both parties agrees that some local agreements may need to be changed to reflect the new organizational structure or work processes. In these instances, management will meet its local labor obligations.
6. Employees will have access to their official personnel folders by contacting their local human resources management liaison who will advise the Area HRM Office. The Area HRM Office can fax specifically requested information or send the entire file by overnight mail to the facility. Management officials will encourage employees to review their official file prior to transfer to the Area HRM Office.

7. All Area initiatives/changes in policy will be forwarded to the National Mid-Term Bargaining Committee for bargaining prior to implementation.
8. Facility initiatives/changes in policy will be forwarded to the local Union and bargained prior to implementation. Unions will continuously be predecisionally involved over the period of implementation. This should lessen the need for negotiating and expedite this initiative.
9. The National Mid-Term Bargaining Committee reserves the right to revisit this initiative in the event that unforeseen problems arise in the future,
10. Human Resources liaisons will, upon receipt, provide a copy of this MOU and the Area HRM plan to the local Union President.
11. Local management shall meet its labor management obligations at the local level prior to implementation.
12. Issues relevant and not specifically addressed in this MOU may be addressed in local bargaining.

  
For Management      7/6/95  
Date

  
For the Union      7/11/95  
Date