

INTEGRATIONS, MERGERS, AND CONSOLIDATIONS OF MEDICAL FACILITIES

The following constitutes agreement between the Department of Veterans Affairs and the AFGE, National VA Council as regards the establishment of integrated facilities within the Department and mergers/consolidations of Services within and between facilities.

1. For the purpose of this agreement, an integration is defined as the combining of two or more facilities into one facility such that there is a single management structure of the newly formed integrated facility. Integration, as such, does not include mergers or consolidations of services between previously defined facilities. This definition in no way affects the parties, bargaining rights and obligations as regards integrations, mergers or consolidations.
2. a. There will be no implementation of an Integration prior to the completion of these national mid-term negotiations with the exception of the following Integrations:
 - 1) Newington and West Haven
 - 2) Fort Howard, Baltimore and Perry Point
 - 3) Buffalo and Batavia
 - 4) Marion IN. and Fort Wayne
 - 5) Temple, Waco and Marlin
 - 6) San Antonio and Kerrville
 - 7) Seattle and Tacoma (American Lake)
 - 8) Palo Alto and Livermore

For the above integrations, management must meet its local labor-management obligations.

- b. For any future integrations, or mergers and consolidations of services between facilities the Chairman, Midterm Bargaining Committee, will be notified sufficiently in advance of implementation to allow for negotiation, if requested. It is the intent of the parties that negotiations will take place at the local level.
3. Local unions, consistent with local partnership agreements, will have pre-decisional and continuous involvement in all local decisions regarding integrations, mergers and consolidations at all levels of the local facility.
4. All reorganization re-engineering, streamlining, merging or other similar initiatives within the integrated facility will be negotiated with the appropriate AFGE local union(s) prior to implementation.
5. Consistent with local partnership principles/agreements, proposed mergers, consolidations or other related organizational changes that would add, eliminate or consolidate Services within an integrated facility or between facilities will be sent to appropriate AFGE local Union(s) when they are sent for final review to the Facility Director's next higher level of supervision. This notice will include:
 - a clear description of the proposed changes a revised organization chart a description of the rationale for the changes and the benefits derived
6. The appropriate AFGE local Union(s) will be notified by the Facility Director of the approval or disapproval of the previously described mergers and consolidations when the Facility Director is notified.
7. Mergers and consolidations may affect individual employees and may include, but is not limited to, affects on accreditation, certification, continuing education opportunities and change of duty station.

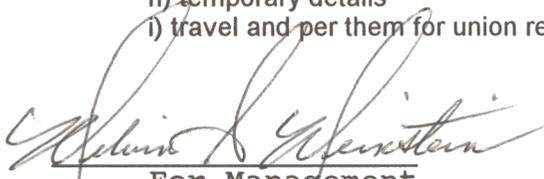
8. Local Human Resource Managers will, upon receipt, provide a copy of this MOU to the local Union President.

9. Neither party at any level waives its statutory rights as a result of this agreement.

10. Where Services are merged or consolidated between facilities, local unions will negotiate at midterm.

11. The following items are examples of matter that may be addressed, as appropriate, in local bargaining regarding mergers and consolidations:

- a) adverse affect on employees
- b) 5 USC 7106 (b)(1) matters
- c) promotion opportunities for affected employees
- d) training for affected employees
- e) retaining current performance evaluation as employee acclimates to new job
- f) employee choice of position assignment
- g) employee transfer opportunities
- h) temporary details
- i) travel and per diem for union representatives


For Management


For the NVAC

7/11/95
Date