MEMORANDUM OF UNDERSTANDING

The following constitutes an Agreement between the Department of Veterans Affairs, (VA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning the Department's permanent realignment of Operation and Maintenance employees into the VA IT Federated Management System.

1. The Department agrees that employees permanently realigned into the VA IT Federated Management System shall not suffer any lose of base pay, change to a different job position or be further detailed without meeting the bargaining obligations at the National Level.

2. Any changes in conditions of employment of bargaining unit employees made by the VISN CIO or higher level management will require notice to the NVAC President and designee of Mid-Term Bargaining Committee.

3. Any changes in the conditions of employment of bargaining unit employees made by the Local IT CIO supervisor affecting one AFGE Local shall require notice to the Local Union President, to meet the bargaining obligation.

4. The VA/AFGE Master Agreement Article 42 Negotiated Grievance Procedure shall apply for bargaining unit employees permanently realigned into the VA IT Federated Management System.

5. For all Steps of the grievance procedures, the meetings shall be face-to-face at the duty station of the aggrieved employee and their union representative. The time limits by mutual agreement will be extended to accommodate these meetings for any management officials not at the duty station of the aggrieved employee and union representative.

6. The Department agrees the final determination of the number, types of positions needed for the VA IT Federated Management System has not been made. VA therefore will advise NVAC within 30 days of the final determination to meet its bargaining obligation as appropriate.

7. The appropriate management official shall provide a copy of this MOU to the Local Union President upon their receipt.

For the Department	For National VA Council #53
2/20/07	
Date	Date