

U.S. Department of Veterans Affairs
Veterans Benefits Administration

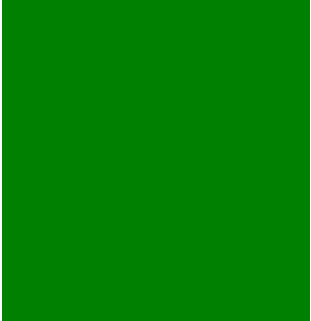
VBA - AFGE Memorandum of Understanding

Case Management Nationwide Implementation

The following constitutes an agreement between the Department of Veterans Affairs and the American Federation of Government Employees, AFL-CIO, National VA Council #53 (NVAC) concerning the implementation. The subject of this agreement is the nationwide implementation of Case Management.

1. There will be no adverse impact on employees solely as the result of implementation of this program.
2. The National VA Council (NVAC) will continue to participate on the original BPR demonstration sites team that shares information and has regular conference calls and would be afforded a representative on those groups tasked with developing national policies that impact on bargaining unit employees involved in case management. The NVAC will be provided copies of the nationwide implementation schedule and periodic status reports of the implementation.
3. In accordance with Article 34 Section 1 and 4, of the Master Agreement, employees will receive appropriate training on issues involving case management. Upon successful completion of training, program knowledge may be considered in performance related issues.
4. A copy of this MOU will be furnished to the Local President of all AFGE represented facilities affected by this nationwide program. Local bargaining over appropriate issues not otherwise in conflict with this or other national level agreements will be completed prior to implementation of this program. The Department recognizes their responsibility to provide reasonable notice prior to implementation to the local president of any changes associated with this initiative as described in Article 46 of the negotiated national Master Agreement between AFGE and VA. When necessary issues associated with local implementation will be resolved either through partnership or collective bargaining prior to instituting case management.

/S/ Jennifer Long



For Management
For the NVAC
Date: April 14, 2000

/S/ Alberta Franklin

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