

MEMORANDUM OF UNDERSTANDING
Expansion of Fiduciary Hubs

The following constitutes agreement between Department of Veterans Affairs and the American Federation of Government Employees, AFL-CIO, National VA Council #53 regarding the expansion of the Fiduciary Hub initiative to the Eastern, Central, and Southern Areas.

1. Fiduciary Hub bargaining unit employees (BUE) who are remotely managed will continue to be under the jurisdiction of the Master Agreement and the Local Supplemental Agreement and any other facility ruling effective at the Regional Office where physically located or which managed these employees before the expansion began.
2. In accordance with Article 23, Fiduciary Hub BUEs who are remotely managed will have the opportunity to apply for and be considered for any opening or position for which the employee is qualified at the facility where they are physically located or within geographical jurisdiction of that Regional Office. Management will adapt electronic postings for vacancies to ensure remotely managed Fiduciary Hub BUEs are included in the explanation of the Area of Consideration.
3. Each Fiduciary Hub BUE will be provided a method of requesting and obtaining timely leave approval according to the Master Agreement, Article 35.
4. Should any Fiduciary Hub employee be required to change their work schedules as a result of this initiative, management will provide notice to the local union representing the affected employee and will meet bargaining obligations as applicable.
5. Management will comply with Article 37 regarding training for new assignments; Article 27 regarding appraising performance; and Article 43 regarding grievance procedures.
6. If relocation is directed as a result of this expansion, the parties will adhere to the provisions of Article 13 of the Master Agreement.
7. Management will monitor the progress and provide quarterly updates for the first year to the VBA Mid-Term Committee to include the aggregate Fiduciary Hub performance data containing standards and goals for each Fiduciary Hub.
8. When management proposes a change relating to personnel policies, practices and other conditions of employment at the Fiduciary Hub level, for which there is a bargaining obligation, they will notify the AFGE Mid Term Bargaining Team in accordance with Articles 47 and 49.

9. Fiduciary Hub employees will be provided the equipment, supplies and VBA approved software applications necessary to fulfill their duties. Field Examiners will also be provided operating cellular access, or the nearest equivalent arrangement if cellular service is not available in their Area of Responsibility. Management will ensure that all required maintenance for vehicles used by Field personnel is maintained in accordance with GSA guidelines. The issue of safety equipment for Field Examiners will be jointly referred to the National Safety and Health Committee in accordance with Article 29.

10. Employees who are remote from the Fiduciary Hub will be provided access to all of the same VBA approved software applications required for their job as employees at the Fiduciary Hub or local facility prior to expansion.


11. Regarding telework and Alternate Work Schedule for Fiduciary Hub employees, management will comply with applicable laws and Articles 20 and 21 of the Master Agreement, as well as applicable local negotiated agreements.

12. Management will ensure that all Fiduciary Hub BUE have received proper training on the State law applicable to their duties for their area of responsibility. When evaluating performance, management will consider factors which effect performance that are beyond the control of BUE. (examples may include but are not limited to: timeliness of work received; scanning of work into system; downtime; etc.)

13. Management will provide the AFGE VBA Mid-Term Bargaining Team copies of organizational charts showing structure of each Hub and all satellites. This will include the allocation of FTE and actual FTE and where they are located and geographic area of jurisdiction / coverage of the Fiduciary Hub, at the time of a Fiduciary Hub's activation. Quarterly updates will be provided for the first year following a Fiduciary Hub's activation. Local Presidents will be provided organizational charts for the Fiduciary Hubs.

14. Management will provide a copy of this MOU to the Local Presidents.


For Management


For NVAC

3/1/12
Date