

U.S. Department of Veterans Affairs
Veterans Benefits Administration

VBA - AFGE Memorandum of Understanding

Rehiring annuitants for training and mentoring (for field station C&P business lines)

The following constitutes agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO, National VA Council #53 (NVAC). The subject of this agreement is rehiring annuitants for training and mentoring purposes in the Compensation and Pension business line in VBA field facilities.

1. Rehired annuitants will be involved only for mentoring, training and planning of training. They will not work cases to generate productivity. The only cases they may work must be to facilitate or serve as an example during training or to maintain a current level of knowledge on cases and policy, regulation, and appellate issues. The parties agree that there is no intent for retirees to work a case load.
2. Rehired annuitants will be within the bargaining unit unless that would contradict the FLRA certification for a facility.
3. Rehired annuitants will not make supervisory decisions about when employees may receive promotions if they are on a career ladder. The rehired annuitants will not complete performance appraisals, take disciplinary actions or act as a supervisor in any capacity. They will not be used in any capacity for the SIPA program.
4. Rehired annuitants will be appointed as temporary or term employees. As reinstated employees, they will be compensated for the assigned hours of duty required to complete the mentoring and training activities. This would include hours of duty spent in activities such as training and mentoring employees, preparing lessons and training materials, reading C&P regulations, participating on conference calls and reviewing trainees' work.
5. Final version of the [nationally developed criteria attached](#) is acceptable by the Mid-Term Bargaining Committee as part of this MOU.

6. Any facility interested in rehired annuitants will provide the local president the numbers of retirees who met the nationally established criteria for the program. They will also provide the local president copies of any solicitations sent to retirees and the numbers of responses to the solicitation.
7. The Office of Field Operations will review the recommendations of facility directors as to which retirees should be rehired under this program. The Under Secretary for Benefits will make the final decisions. Each local President will be given the names of the rehired annuitants.
8. Any rehired annuitant will be considered a new employee and the Union will have an opportunity to make a presentation without waiting for other newly hired employees in a formal orientation session.
9. A copy of this MOU shall be provided the local union president by the appropriate management official upon receipt at the facility.
10. Any agreements negotiated at the local level cannot conflict with, interfere or impede this MOU or Master Agreement..

/S/ Jennifer Long
For VBA
For NVAC

/S/ Alberta Franklin

Date: April 10, 2001

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