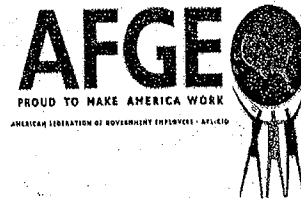


Out of Many/**One Union**
AFGE NVAC/AFL-CIO

**NATIONAL VETERANS
AFFAIRS COUNCIL # 53**
American Federation of Government
Employees
Affiliated with the AFL-CIO



Víctor M. Ramírez-Ríos
15th District Representative

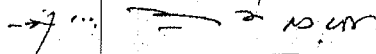
SETTLEMENT AGREEMENT

The following Settlement Agreement ("Agreement") is made by and between the Department of Veteran Affairs, VISN 8 (VA-VISN 8) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53, (NVAC) in regard to the reorganization/consolidation of the VISN 8 Decision Support System (DSS) under the VISN Chief Financial Officer. The parties agree to the following:

1. DSS Bargaining Unit Employees (BUE's) will remain on their Local Facility. Therefore, no transfer to VISN 8 main office at Florida, USA will be required/imposed.
2. All DSS BUE's will remain under their current AFGE Local's location structure as they are, unless locally negotiated agreement on this particular regards.
3. There will be NO probation period for DSS BUE's as part of this reorganization/consolidation process.
4. Under no circumstances, any DSS BUE's will be required to travel to another Station to cover leave and/or vacancies.
5. DSS BUE's will remain on their current Grade and series as part of this reorganization/consolidation process. Therefore, no downgrade will be implemented/imposed as a result of this reorganization/consolidation. However, as any regular Federal employee, DSS BUE's shall qualify for grade increases.
6. ALL DSS BUE's impacted for this reorganization/consolidation shall have the opportunity to apply and to be considered to other positions within same and/or higher grades at their Local's Station, other Stations and even at the VISN Level.
7. In accordance with Article 37 Training and Career Development of the VA/AFGE Master Agreement or its successor Article, the VA-VISN 8 will provide the training necessary to enable DSS BUE's to perform all required duties. Consequently, VA-VISN 8 Management structure will assure that DSS BUE's receive appropriate and continues training.
8. All DSS BUE's will be provided with accurate information on the procedures for leave requests and approval.
9. VA-VISN 8 Management agrees to provide all DSS BUE's and their AFGE Local with the supervisory line of authority.
10. Grievance meetings at ALL steps will be held at the BUE's duty location.
11. All DSS BUE's will receive FULL support from their local Station including but not limited to administrative, space and equipment, health, IT and supply support among others. They will not be excluded/discriminated from local decisions. If Lease space is necessary, VA-VISN 8 will be involved with the decision and will reimburse Local Station where appropriate.

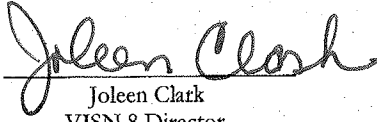
P.O. Box 33150, San Juan, Puerto Rico 00933-3150
Tel. (787) 641-7582 Ext. 14900
Fax (787) 641-1625

12. The Parties agrees that this Agreement will enter into effect no later than October 15th, 2013.
13. VA-VISN 8 agrees to respect and follow this agreement and the Master Agreement between the DVA and the AFGE.
14. NVAC may request to bargain on procedures not covered by this Agreement and/or they occur in accordance with Mid-Term Bargaining Article of the Master Agreement between the DVA and the AFGE.



Victor M. Ramirez-Rios
15th District NVAC Representative
AFGE Representative

X - 11 - 2013
Date



Joleen Clark
VISN 8 Director
VA-VISN 8 Representative

10/11/13
Date