

7. Bargaining unit employees will not have approved leave cancelled as a result of implementing VISN 10 NFS MA/BPR initiatives.

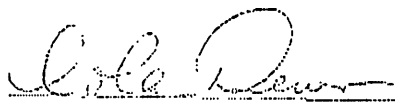
8. Prior to changing working conditions of bargaining unit employees affected by implementing VISN 10 NFS MA/BPR initiatives, management will provide written notification to the appropriate Local Union and meet its Labor-Management Bargaining obligations.


9. Reduction/restructuring of FTE, etc., specific to a facility within VISN 10, will be addressed at the local level but will not violate this MOU or any law or regulation.

10. Bargaining unit employees will receive training in accordance with the Master Agreement, Article 34, Section 4, to ensure they are able to perform their assigned duties.

11. Management agrees when implementing the VISN 10 NFS MA/BPR initiative, workload will be distributed in a fair and equitable manner.

12. AFGE representatives will be invited to attend meetings that address VISN-wide implementation of Management Analysis/Business Process Reengineering.

  
Iola Daws, Chief Negotiator

  
Willie Haywood, Chief Negotiator  
6/20/09

## MEMORANDUM OF UNDERSTANDING

The following constitutes an Agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) Veterans Integrated Service Network (VISN) 10 and American Federation of Government Employees, AFL-CIO, National VA Council #53 (NVAC) regarding implementation of Management Analysis/Business Process Reengineering (MA/BPR) for VISN 10.

1. The parties understand that the implementation of the VISN 10 Nutrition and Food Services MA/BPR initiative is not being conducted for the purpose of contracting out.
2. Prior to implementation of any MA/BPR study options that affect bargaining unit employees, AFGE shall be given notice in accordance with Article 44 Section 4 of the VA/AFGE Master Agreement.
3. Position descriptions/performance standards will be reviewed with the goal of standardization across the VISN 10.
4. Where VISN 10 decides to standardize any bargaining unit position descriptions/performance standards within the Network under this review, NVAC shall be notified in accordance with Article 26 – Performance Appraisal dated February 1, 2006, and Article 9 – Classification.
5. AFGE will be kept informed of changes to Position Descriptions/Performance Standards, consistent with Article 9, Section 1 and Article 26, Section 5 as outlined in the Master Agreement between the Department of Veterans Affairs and the American Federation of Government Employees.
6. The parties agree that any reduction/restructuring of FTE will be done through attrition or reassignments.

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