

The following constitutes agreement between the Department of Veterans Affairs (VA) and the National VA Council (NVAC) regarding the Consolidated Mail Outpatient Pharmacies (CMOP) Program.

1. The National VA Council retains the right to reopen negotiations, after six months for any problems which have arisen because of the Consolidated Mail Outpatient Pharmacies Program.
2. VHA will not extend the implementation beyond 10 sites without notifying the Union and negotiating as requested. VHA will notify the Council of the sites as they are identified.
3. Nationwide implementation after the ten sites, shall cause management to notify the union and negotiate as requested.
4. VHA will make every effort to accommodate employees by reassigning them or providing training to those whose jobs may be affected because of the Consolidated Mail Outpatient Pharmacies Program. If more than one employee exists in the affected job title, series, grade and work unit, the affected employee shall be the least senior as determined by Federal government service computation date and applicable laws and regulations.
5. Employees assigned new responsibilities as a result of the consolidation will be provided a reasonable grace period to bring performance related to such changes to the fully satisfactory level. Employees will receive training in their new responsibilities necessary to perform at the fully satisfactory level.
6. The facility Personnel Officer, upon receipt, will provide a copy of this agreement to the Local Union President.
7. Local Management shall meet its labor/management obligations at the local level prior to the implementation at facilities affected by the consolidation.
8. Employees who are assigned to new positions shall be allowed input into their new performance standards for consideration by their supervisor.
9. Employees who are assigned to new positions as a result of this program will have any pre-scheduled leave carried with them to the new position.


For Management


For the NVAC

2-10-93

Date