

**MEMORANDUM OF UNDERSTANDING  
EMPLOYEES ASSIGNED TO  
BENEFITS DELIVERY AT DISCHARGE (BDD) SITES**

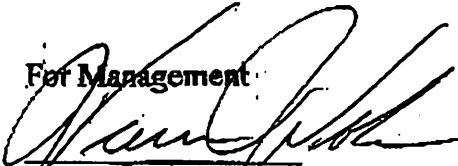
Consistent with provisions contained within the Master Agreement, the following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO National VA Council #53 (NVAC). The subject of the agreement is Bargaining Unit Employees at Benefits Delivery at Discharge (BDD) sites.

1. The Memorandum of Understanding for Rating Veterans Service Representative (RVSR) Outbased at VAMC, dated November 20, 2002, is expanded to include employees outbased at current and consolidated BDD sites.
2. Additional provisions pertinent to employees impacted by consolidation of the BDD activity are as follows:
  - a. Employees currently outbased at BDD sites away from the home Regional Office will not be required to relocate to the regional office (RO) unless there is a legitimate business reason for such a move, and it is approved by the Area Office Director.
  - b. A minimum of 60 days advance notice will be given to employees outside the normal commuting area if permanently reassigned to the home RO.
  - c. A minimum of 30 days advance notice will be given to employees within the normal commuting area if permanently reassigned to the home RO.
  - d. If a relocation is directed as a result of this consolidation, the Agency will pay full relocation expenses.
  - e. Incumbent VSRs at current BDD sites will continue to provide VSR services to the new consolidated BDD site, but will remain in the bargaining unit of their home RO.
  - f. Should an employee be required to change their work schedules as a result of this BDD consolidation, appropriate arrangements shall be negotiated locally to offset adverse impact.
  - g. Employees that are impacted by significant changes to their job as a result of this consolidation will be trained to offset the changes.
3. The parties agree that no adverse action will be taken against an employee as a result of this consolidation.
4. Upon request, Management will notify the AFGE Mid-Term team of all pertinent information involving phase one of the implementation and all information pertinent to full implementation of the plan.

5. A copy of this MOU shall be provided to the local union president by the appropriate management official upon receipt at the facility.

6. The parties may negotiate locally on this subject provided it does not conflict, interfere with, or impair the implementation of this MOU and the Master Agreement. If so, the parties should fulfill any local bargaining obligations prior to implementation.

For Management



Veronica Wales

For AFGE/NVAC



Alberta Franklin

Date: March 28, 2005