

Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, VISN 19 and the American Federation of Government Employees, (AFL-CIO) National Veterans Affairs Council #53 concerning the Realignment of Medical Service Assistants Series GS 679 to the Business Office.

1. No bargaining unit employees shall suffer any loss of base pay, or lose their job, as a result of the realignment.
2. Any and all awards that would have been given to any bargaining unit employee under criteria in effect prior to the realignment shall be given to such employees.
3. Bargaining unit employees will retain their seniority as defined by their local stations.
4. All leave previously approved for bargaining unit employees will remain approved.
5. All Performance Appraisals for bargaining unit employees realigned will be completed by the supervisor of record prior to the realignment.
6. All bargaining unit employees will receive written information indicating their chain of command and leave granting procedure.
7. All tours of duty for bargaining unit employees will remain the same as they were prior to the realignment.
8. Appropriate management agency officials will be responsible for notifying local union officials of formal employee discussions and proposed changes in working conditions.
9. Each AFGE Local AFGE union in VISN 19 will receive a complete organizational chart for their facility.
10. Any change to bargaining unit employee performance standards will be done consistent with the process outlined in Article 27 of the Master Agreement.
11. Any bargaining unit employee required to complete new training will have the opportunity to repeat the training upon request.
12. VISN 19 AFGE Local Unions will have the opportunity to exercise their bargaining rights over implementation of the realignment consistent with Article 47, Section 4, of the Master Agreement so long as it does not violate this agreement.

Signed RONALD VIGIL 381646
Ron Vigil, Chief HR Officer,
Rocky Mountain Network 19

Digitally signed by RONALD VIGIL 381646
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Signed Jeffrey Sladek 9-18-15
Jeffrey Sladek President AFGE NVAC District 13
Council 53