

MEMORANDUM OF UNDERSTANDING

Committee on Waivers and Compromises (COWC) Consolidation

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees (AFGE), AFL-CIO National VA Council (NVAC) #53, (Union) regarding the Committee on Waivers and Compromises (COWC) Consolidation.

1. No Bargaining Unit Employee will lose their position due to this shift in work. No employee will have leave cancelled due to this shift in work. This consolidation will shift work from Philadelphia Regional Office to the St Paul Regional Office.
2. Employees, who are expected to receive the additional work, will get the necessary training. Employees will not have leave cancelled for this training. This training will be recorded in TMS. Employees that are held to a production or timeliness standard will be on deductible time for training
3. Employees, who will no longer be performing these duties, will get the necessary training in their new areas of assignment. Employees will not have leave cancelled for this training. This training will be recorded in TMS. Employees that are held to a production or timeliness standard will be on deductible time for training
4. Management will hold a briefing with question and answer sections with employees at the locations affected. The Local AFGE will be invited to these briefings.
5. Once the shift of work begins, the VBA Mid-Term Bargaining Team will be briefed quarterly for the first 18 months on the progress of the shift, the effect of the shift of work on both locations, and the effect this has had on the veteran's experience. Locals affected by this, including at least those at Philadelphia and St. Paul, shall be part of these briefings.
6. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control in compliance with Article 27.
7. If after implementation either party is made aware of issues that may adversely affect employees, both parties agree to discuss the issues and work to mutually resolve the issues for the employees. Should discussions not resolve the issues; the parties will implement the negotiating process.

8. In accordance with Article 47 of the Master Agreement, Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements. Management shall provide a copy of this MOU to the local president and/or designee at each Local represented by AFGE within 10 days of the date this MOU is signed.


Kevin D. Nelson
For the Agency


Dennis Freeman
For AFGE/NVAC

01/20/17
Date