

MEMORANDUM OF UNDERSTANDING (MOU)

St. Louis Regional Processing Office (RPO) Realignment

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 Veterans Affairs Council (NVAC) #53, (Union) regarding the St. Louis Regional Processing Office (RPO) Realignment.

1. Employees impacted by this realignment will not have their previously approved leave cancelled when they report to their new duty position either in the St. Louis or Buffalo Regional Offices.
2. Employees that are selected for a new position will be given the acclimation period provided in their new performance standard after completing formal training.
3. For the quality and output elements, regardless of GS grade when reassigned to the VSC, VSR employees will follow the less than 12-month level for the first 12 months in position, and then the 12-24 months for the next 12 months. RVSR employees will follow the 6-month increment increase as shown in their National Performance Standard.
4. Employees that are assigned to a new position, will be provided formal initial training such as challenge training or VIP training. After the completion of formal initial training, additional training may be provided locally over the next two (2) years as needed.
5. Consistent with the procedures set forth in 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.
6. After implementation, if either party is made aware of issues that may 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 to the extent required by the statute.
7. Management shall provide a copy of this MOU to the local president and/or designee at the St Louis and Buffalo VA Regional Offices within (10) ten days of the date this MOU is signed.

Kevin D. Nelson

Kevin D. Nelson
For the Agency

Paul H. Fleming
For AFGE/NVAC

Date