

## Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration, and the American Federation of Government Employees, (AFL-CIO) National Veterans Affairs Council #53 concerning the Office of Community Care Payment Operations (OCC) and Management (POM) Addendum on POM Transformation and Centralization 2022.

1. This OCC POM centralization changes the National Payment Centers from thirteen (13) to ten (10) locations. The sites decentralized include Albany, NY, Birmingham, AL, and Boston MA. Current AFGE POM bargaining unit employees from the three sites being decentralized sites, will remain in the AFGE bargaining unit.
2. POM bargaining unit employees from the affected sites may be offered a position at VHA facilities within a VISN that may include Clinical Contact Centers, Beneficiary Travel, and Appointment Scheduling or other agreed to positions. In any case AFGE bargaining unit employees will not be required to accept a position lower than their current grade. Those bargaining unit employees placed by the Department in lower graded positions will retain their grade as allowed by rule, law or regulation and will be entitled to all pay increases in their current position unless the employee voluntarily requests a reassignment to another position.
3. Affected bargaining unit employees from the named sites above, will not lose any scheduled and approved Annual Leave in effect strictly due to this decentralization upon the signing of this MOU.
4. Any training required shall be on duty time and at various times to allow the affected bargaining unit employees to attend.
5. Management Directed Reassignments (MDR) are the preferred method in POM Transformation and Centralization 2022; however, AFGE bargaining unit employees may elect to compete for promotions or submit for self-identified voluntary reassignments at any time during this process. While these reassignments may start upon the signing of this MOU; it can be expected to conclude within six (6) months.
6. NVAC reserves its right to address matter related to the updated POM Centralization as they occur.
7. Upon their receipt the appropriate management official shall provide a copy of this MOU to the AFGE Locals Presidents affected by this update POM Centralization.

*Michael J. Clements*

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For the Department of Veterans Affairs (VA)

3/30/2022

Date

*James Zeveski*  
James Zeveski, VHA WMC Labor Consultant  
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3/30/2022

Date

*Oscar L. Williams Jr.*

Oscar L. Williams Jr., 2<sup>nd</sup> Executive Vice President  
AFGE National Veterans Affairs Council #53

03/30/2022

Date