

The following constitutes agreement between the Department of Veterans Affairs and the American Federation of Government Employees, National VA Council (NVAC) regarding VA and VHA Directives 5103.2 and 5103.3 as well as VHA Handbook 5103.3.

1. Employees who are participants in the Baylor Plan program may only be removed from the program for valid reasons. If a dispute arises as a result of such action it may be addressed in a local partnership, traditional, interest based bargaining or other problem solving forums as determined by the local parties. .

2. Appropriate subjects for the above forum(s) to address are:

a. Who is eligible for participation in the Baylor Plan,

b. What group of employees is eligible for Saturday premium pay.

3. "Outside Activity" restrictions for Baylor Plan participants will be addressed when a policy is proposed regarding "outside activities."

4. Local management shall meet its labor-management obligations at the local level prior to implementation.

5. The local Human Resources Manager will, upon receipt, provide a copy of this MOU and all other relevant data to the Local Union President.

6. Issues relevant to the policy and not specifically addressed in the policy or MOU may be addressed in local bargaining.


For Management


For the NVAC

2-1-96

Date