



DEPARTMENT OF VETERANS AFFAIRS
DEPUTY ASSISTANT SECRETARY FOR HUMAN RESOURCES MANAGEMENT
WASHINGTON DC 20420

March 11, 1997

Chiefs, Human Resources Management Service/Division
(VBA Facilities with AFGE units)

Enclosed for your information are copies of a Memorandum of Understanding (MOU) between DVA and the AFGE National VA Council concerning COVERS system and the Nationwide transfer of Jurisdiction over Education Services Units functions and personnel to Education Regional Processing Offices. You should provide copies of this agreement to the local union upon receipt for their information.

Sincerely yours,

A handwritten signature in cursive script, reading "Melvin S. Weinstein", is positioned above the typed name.

Melvin S. Weinstein
Labor Relations Officer

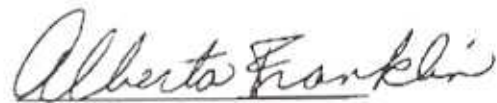
Enclosures

Memorandum of Understanding
COVERS

1. Management shall meet it's labor management obligation at the local level regarding the COVERS system.
2. With the implementation of COVERS, management at the local level agrees to:
 - A. Review the position descriptions of the affected employees in accordance with the Master Agreement and OPM Standards, and
 - B. Review the performance standards of affected employees and, if warranted, revise the performance standards, in accordance with the Master Agreement.
3. Employees will receive complete training appropriate to the function they are to perform prior to being required to utilize the system.
4. Management at the facility level will provide a copy of this MOU to the local president upon receipt.


For Veterans Benefits
Administration

3-5-97
Date



For the National VA
Council

3-6-97
Date

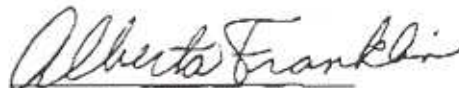
**Memorandum of Understanding
Education Services Units**

The following constitutes agreement between Veterans Benefits Administration (VBA) and the AFGE National VA Council (NVAC) regarding the nationwide transfer of jurisdiction over Education Services Units functions and personnel to Educational Regional Processing Offices.

1. Non-supervisory personnel assigned to the Education Services Units will continue to be under the jurisdiction of the Master Agreement and Supplemental Agreements effective at the station formerly having jurisdiction over those personnel until such time a certification of unit is issued by the Federal Labor Relations Authority.
2. Each outbased Education Services Unit employee will be provided a method of requesting leave at no personal cost.
3. If an employee is required to travel for formal discussions or as part of a grievance, the employee and representative will be placed on official travel status.
4. Veterans Benefits Administration will meet its duty to bargain regarding future changes in this program.
5. Consistent with paragraph 1, each Education Services Unit employee will have the opportunity to apply for and be considered for any opening or position at their former facility of jurisdiction.
6. Reduction in Force competitive areas will be consistent with the Department policy.
7. Management at the local level shall provide a copy of this agreement to the local president upon receipt and meet it's labor management obligation regarding this agreement.
8. Either party may reopen this agreement within 30 days of the FLRA decision to submit proposals related to the impact of that decision.


For Veterans Benefits
Administration

3-5-97
Date


For the National VA
Council

3-6-97
Date