

*U.S. Department of Veterans Affairs*  
*Veterans Benefits Administration*

*VBA - AFGE Memorandum of Understanding*

**Rehiring Annuitants to Assist Work of Tiger Team**

The following constitutes agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO, National VA Counsel #53 (NVAC). The subject of this agreement is rehiring annuitants to assist the work of the Tiger team. **This agreement constitutes an amendment of the previous Memorandum of Understanding signed between the NVAC and VBA on April 10, 2001.**

1. VBA will be able to hire retired Rating VSRs to work cases related to the work of the Tiger Team at any VBA facilities included in the AFGE VA consolidated bargaining unit for a period not to exceed 18 months.
2. Rehired annuitants will work only cases related to the Tiger Team.
3. Rehired annuitants will be within the bargaining unit unless that would contradict the FLRA certification for a facility.
4. Rehired annuitants will not make supervisory decisions about when employees may receive promotions if they are on a career ladder. The rehired annuitants will not complete performance appraisals, take disciplinary actions or act as a supervisor in any capacity. They will not be used in any capacity for the SIPA program.
5. Rehired annuitants will be appointed as temporary or term employees. As reinstated employees, they will be compensated for the assigned hours of duty required to complete the work produced for the Tiger Team. They will also be compensated for any time spent in training and studying any manual, statutory or computer programs needed to perform their assigned work.
6. Final version of the nationally developed criteria is acceptable by the Mid-Term Bargaining Committee as part of this MOU.
7. Any rehired annuitant will be considered a new employee

and the Union will have an opportunity to make a presentation without waiting for other n newly hired employees in a formal orientation session.

8. Rehired annuitants at offices other than Cleveland RO will perform work at the field office where the annuitants was previously employed or the Regional Office closest to their current residence.
9. A copy of this MOU shall be provided the local union president by the appropriate management official upon receipt at the facility.
10. Any agreements negotiated at the local level cannot conflict with, interfere or impede this MOU or the Master Agreement.

/S/ Jennifer Long  
For VBA  
For NVAC

/S/ Alberta Franklin

Date: October 15, 2001

#### **Criteria for Rehired Annuitants Performing Work for Tiger Team**

- Possess specific processing knowledge of recent nature, e.g., ability to utilize either RBA or RBA 2000
- Ability to utilize systems such as CAPS, AMIE or CAPRI and other PC applications rolled out in the past 6 months.
- Has current working knowledge of applicable law.

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