

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

*VBA - AFGE Memorandum of Understanding*

**Remote Management in Loan Guaranty**

This Memorandum of Understanding between the Veterans Benefits Administration and AFGE National VA Council #53 is for the purpose of addressing the concept of remote management in Loan Guaranty as implemented in VBA facilities and appropriate arrangements for employees impacted by such changes.

1. Remote management is defined as any situation where a bargaining unit employee (BUE) has a first or second line supervisor who is physically situated in a facility which is different from the facility where the BUE physically works.
2. Bargaining unit employees who are remotely managed will continue to be under the jurisdiction of the Master Agreement and the Local Supplemental Agreement effective at the Regional Office where physically located or which managed these outbased employees before the Regional Loan Centers were established. BUE's who are remotely managed will have the opportunity to apply for and be considered for any opening or position at the facility where they are physically located or within geographical jurisdiction of that Regional Office.
3. Each BUE will be provided a method of requesting leave at no personal cost.
4. Should there be further changes in the concept of remote management in Loan Guaranty nationally or affecting more than one AFGE local, VBA will notify the NVAC of such changes prior to implementation.
5. Should a BUE have additional duties assigned due to the implementation of remote management, the employee's Position Description will be revised and classified in accordance with Article 9 of the Master Agreement.
6. The Veterans Benefits Administration will meet its duty to notify the NVAC and bargain regarding future changes in this program.
7. Reduction in force competitive areas will be consistent with Department policy as specified in MP-5, Part 1, Chapter 351, "Reduction in Force". Proper notice will be provided to AFGE if there

are any proposed changes to the Department RIF policy.

8. A copy of this MOU will be furnished to the Local President of all VBA facilities represented by AFGE. Should remote management affect a facility, notice will be given to the local president and local bargaining over appropriate issues not otherwise in conflict with this or other national level agreements will be completed prior to implementation.

/S/ Jennifer Long  
For Management  
For the NVAC

/S/ Alberta Franklin

Date: June 25, 2001

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