

U.S. Department of Veterans Affairs
Veterans Benefits Administration

VBA - AFGE Memorandum of Understanding

Remote Management of VARO Pittsburgh Loan Guaranty activities by VARO Cleveland

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 as implemented by VARO's Cleveland and Pittsburgh and appropriate arrangements for employees impacted by such changes. This remote management test of Pittsburgh's Loan Guaranty activities will be for a period of six months commencing with completion of any local level bargaining at Pittsburgh and Cleveland.

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 different from the facility where the BUE physically works. Should there be a decision to establish remote management beyond these two facilities, VBA will notify the AFGE NVAC Council #53 and they will be given an opportunity to bargain on remote management prior to national implementation.
2. Non-supervisory personnel who are remotely managed will continue to be under the jurisdiction of the Master Agreement, Local Supplemental Agreements, and station policies and directives at the station formerly having jurisdiction (Pittsburgh) over those personnel. 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.
3. Each BUE will be provided a method of requesting leave at no personal cost through either a toll free number or a government telephone calling card.
4. Reduction in force competitive areas will not change solely as the result of implementation of this remote management policy.
5. Proposed changes in working conditions of BUE will require notice and appropriate negotiation with the local representative

of the BUE.

6. Should a BUE have additional duties assigned due to the implementation of remote management, the employee's position description will be revised and classified accordingly.

7. A copy of this MOU will be furnished to the Local President . Notice will be given to the Local Presidents at VARO Pittsburgh and Cleveland and local bargaining over appropriate issues not otherwise in conflict with this or other national level agreements will be completed prior to implementation.

8. At the completion of the pilot, the NVAC will be furnished copies of all information and reports relating to the results of the pilot.

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/S/ Jennifer Long
For Management
For AFGE-NVAC

/S/ Alberta Franklin

Date: April 4, 2000

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