

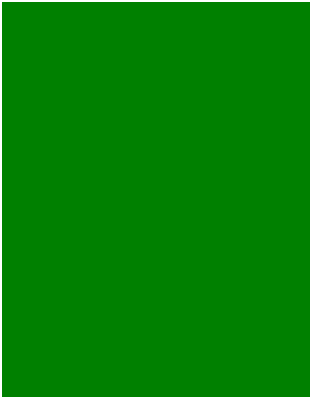
*U.S. Department of Veterans Affairs*  
*Veterans Benefits Administration*

*VBA - AFGE Memorandum of Understanding*

**Temporary Newark-Philadelphia Workload Redistribution Initiative**

This Memorandum of Understanding between the Veterans Benefits Administration and AFGE National VA Council #53, VBA Mid-Term Bargaining Team is for the purpose of addressing the temporary Newark to Philadelphia Workload Redistribution initiative.

1. The terms of this Workload Redistribution Proposal as described in the Briefing package dated June 2002, and the telephonic briefing of October 2, 2002, are accepted with the following provisions:
2. A copy of this MOU will be furnished to the Local Presidents at each facility and local bargaining over appropriate issues not otherwise in conflict with this or other national level agreements will be completed prior to implementation at the local level.
3. The NVAC Mid-term bargaining team will be notified of any changes to this initiative as described in the documentation above.
4. Should this initiative be made permanent, VBA will notify the NVAC of such changes prior to implementation.
5. The realignment of workload at these two facilities will not have a negative impact to bargaining unit employees with respect to conditions of employment such as but not limited to career advancement opportunities or national performance requirements.
6. Bargaining unit employees at these two facilities will be fully informed of this change and provided necessary training to accomplish the tasks of this new requirement prior to assignment of any new or modified workload/tasks. Training will include but is not limited to topics such as how to answer and transfer callers and cases between RO's.
7. Management will provide the Mid-term bargaining team and the local presidents with copies on any and all reviews and/or assessments concerning this initiative.
8. Management will notify the NVAC and bargain as appropriate regarding any additional changes in workload redistribution.



/S/ Jennifer Long for  
Crystal Wiggins  
For Management  
For the NVAC

/S/ Alberta Franklin

Date: November 5, 2002

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