

**Career Development**

Articles 37 and 39

National Labor  
Management  
Relations Association

Department of  
Veterans Affairs

AFGE One Union

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**Agenda**

- Objectives
- Discussion Topics
  - Article 37, Training and Career Development
  - Article 39, Upward Mobility
- Questions
- What's Next

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**Objectives**

- By the end of this lesson, you will be able to explain key points in the following articles:
  - Article 37, Training and Career Development
  - Article 39, Upward Mobility

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**Article 37 - Training and Career Development**

- The purpose of Article 37 is to delineate rights and responsibilities related to the training and career development opportunities for employees of the AFGE bargaining unit.



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**Article 37, Section 2**

- Local Training Committees
  - Consists of Department and local union representatives
  - Authorized to reach joint agreements and make joint recommendations on issues such as:
    - Orientation sessions for new employees
    - In-service or on-the-job training
    - Training for career enhancement
    - Cross-training and rotational assignments
    - Funding for training and tuition support
    - Upward mobility

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**Article 37, Section 4**

- Reassignments/New Assignments
  - When employees are reassigned to new positions or assigned new duties in connection with their current positions, the Department will provide the training necessary to enable employees to perform all required duties.



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**Article 37, Section 10  
Tuition Support**

- Employees eligible for tuition support will be informed of the availability of reimbursement funds.
- When a change in qualifications for a position creates a new requirement for an employee already in the position, the Department will pay for the education needed.
- Bargaining unit employees will have an equitable opportunity to compete for available tuition support funds.
- All employees will be provided, in a timely manner, with information on the availability of funds and application procedures.

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**Article 37  
Local Negotiations**

- Section 9: Procedures which ensure fair and equitable training opportunities are appropriate subjects for local bargaining.
- Section 10C: Tuition support for upward mobility is a proper subject for local bargaining.



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**Article 39 - Upward Mobility**

- The purpose of this article is to define management and union responsibilities related to upward mobility at the facility or installation.



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**Article 39, Section 3  
Identifying Positions**



Each facility will have a jointly designed Upward Mobility Program (UMP) of a size and scope consistent with:

- Number of lower-graded employees having the requisite potential
- Number and type of target positions available
- Available training resources
- Ceiling or budget constraints

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**Article 39  
Additional Responsibilities**

**Management's Responsibilities in Upward Mobility**

- Management may provide specialized training for UMP position employees to enhance their opportunity.
- Management may also use the following means of supporting upward mobility:
  - Evaluate vacant positions and fill them at a lower trainee level
  - Identify bridge positions that can be established to provide opportunities for employees to enhance their careers
  - Skill upgrading to supplement existing skills
- Management will conduct reviews within services or divisions to possibly increase cross training.

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**Questions**

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