

Memorandum of Understanding
Realignment of Finance, Acquisition and Asset Management

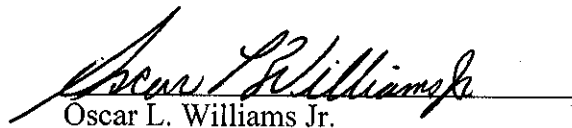
The following constitutes an Agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) regarding the Realignment of Finance, Acquisition and Asset Management within each VHA Network and AFGE VHA facilities of those Networks.

1. The parties recognize this realignment is a reorganization of Finance, Acquisition and Asset Management functions in each VHA Network. As such, bargaining unit employees shall be afforded their rights under Article 27 of the VA/AFGE Master Agreement dated March 21, 1997 or its successor Collective Bargaining Agreement.
2. VHA recognizes its bargaining obligation is with NVAC over this realignment or any propose changes to this realignment. NVAC retains its right to substantive bargain on the procedures and appropriate arrangements of those bargaining unit employees that may be affected by this realignment in each VHA Network.
3. Any negotiation below this level of recognition must be by joint agreement of the National parties.
4. NVAC may retain its right to negotiate the matter within those Networks or may name a negotiating team from within those Networks. If the NVAC appoints a team from within a Network, management agrees to pay travel and any associated per diem costs for the named chief negotiator and a team composed of one (1) representative from each AFGE duty station with employees impacted in the realignment.
5. All prior existing MOUs between a Network and AFGE/NVAC that deals with the consolidation/integration of payroll, contracting, or any other function cover by Finance, Acquisition and Asset Management realignment shall remain in effect so long as there is no conflict with this MOU. Any current existing MOUs that are inconsistent with the approved Network Realignment plan must be re-negotiated.
6. VHA shall provide the following to the NVAC Mid-Term Bargaining Committee:
 - a. Copies of all existing organization charts for the functions covered by the realignment; and
 - b. A copy of the proposed organization charts for Finance, Acquisition and Asset Management in each Network that identifies the location (duty station), numbers, types and grades of all positions. VHA will provide the Network organization chart when the Network completes that design process; and
 - c. Copies of any future changes to an approved Network Realignment Plan; and

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- d. The location (duty station) of the proposed consolidated site for those work units that will be consolidated; or
 - e. A statement identifying any work units that will be organized as virtual work units.
7. For those employees who do not wish to relocate as a result of this realignment, VHA Management officials at the Network and local levels will make every effort to re-assign affected employees within their duty station. Where a reassignment at the same grade is not possible, VHA management at the Network and local levels will make every effort to retrain affected employees for placement into positions at their duty station. The provisions of Article 27 of the VA/AFGE Master Agreement will govern placement into positions. (See Section 1 of this MOU)
8. VHA will pay relocation expenses for any bargaining unit employee who is directed to relocate for the convenience of the government. The covered relocation expenses will be consistent with all pertinent and applicable Federal Travel Regulations.
9. The appropriate management official shall provide the local President a copy of this MOU.


Dennis (Max) Lewis


Oscar L. Williams Jr.

For Veterans Health Administration (VHA)

For AFGE, National VA Council #53

Dated: 11/03/04

Dated: 11/01/04