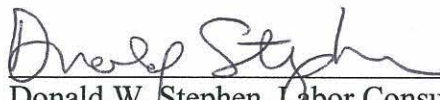


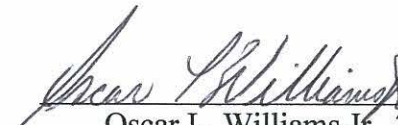
## MEMORANDUM OF UNDERSTANDING

The following constitutes an Agreement between the Department of Veterans Affairs, (VA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning the Office of Information and Technology (OI&T) Operations, Service Line Management Program within OI&T Regions.

1. OI&T agrees to provide IT staff in all Regions with communication and/or presentation on the Service Line Management Program.
2. The OI&T agrees that bargaining unit employees within any Region may volunteer to apply for OI&T Operation Service Line Positions. The bargaining unit employees are encouraged to apply for more than one position within the Service Lines.
3. No bargaining unit employee shall suffer any loss of base pay, lose their job, or be reassigned out of their current Region, without meeting the bargaining obligations at the National Level.
4. Any changes in the conditions of employment of bargaining unit employees by OI&T Service Line Management Officials will not be made without providing notice to the NVAC.
5. Any bargaining unit OI&T employee involuntary reassigned to a Service Line will not lose their planned annual leave prior to the effective date of the reassignment.
6. Any bargaining unit OI&T employee involuntary reassigned or detailed to a Service line shall be in accordance with the collective bargaining agreement.
7. The parties agreed to use Service Computation Date (SCD) to determine seniority within the OI&T Service Lines in any Region.
8. The AFGE Local and bargaining unit employee(s) shall be provided with the OI&T supervisor line of authority for all Region Service Line Programs
9. The appropriate management official shall provide a copy of this MOU to the Local Union President upon their receipt.

  
Donald W. Stephen, Labor Consultant LMR  
For the Department of Veterans Affairs

4-8-2011  
Date

  
Oscar L. Williams Jr., 2<sup>nd</sup> EVP  
For National VA Council #53

4-8-2011  
Date