

## MEMORANDUM OF UNDERSTANDING

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 VA Council #53 (NVAC) concerning the VHA Office of Acquisition and Logistics Realignment within the Department.

1. Bargaining unit employees in GS-1105 series and Agency/Organization Program Coordinators (A/OPC) throughout the VHA will be realigned under their respective Network Contract Managers as “virtual employees.”
2. VHA does not intend to require any bargaining unit employee to relocate as the result of this realignment. There will not be any change in pay, grade or bargaining unit status. The Human Resources and payroll office will remain the same.
3. If it is determined that the existing bargaining unit employees perform either Purchasing Agent or Purchase Card Coordinator duties on a collateral basis, rather than full-time basis, the unit employees will not be realigned under the Acquisition organization at this time.
4. If VHA Acquisition proposes to change the physical office location of a bargaining unit employee as a result of the realignment, the appropriate management official will give the union notice at the local level and satisfy its bargaining obligations.
5. Every bargaining unit employee impacted by the realignment, and each impacted Local President, will be provided with the name, title, location and contact information of his or her first, second and third line supervisors.
6. The immediate supervisor will provide the above-mentioned unit employees under his or her supervision a face-to-face annual performance and mid-term evaluation at the employees’ duty station. Performance standards will be communicated to the employees at or before the annual face-to-face review.
7. All unit employees will be provided with the 800 number to call the supervisory line of authority in the absence of their immediate supervisor or if at work the unit employee will use their computer to notify the supervisor for leave purposes.
8. If a bargaining unit employee has to file a grievance, the grievance meeting will be at the unit employee’s duty station.

9. Local unions may negotiate further on this matter so long as those negotiations don't conflict with this MOU.

10. Upon the receipt, the appropriate management official shall provide a copy of this MOU to the Local Union President.

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For the Department of Veterans Affairs (VA)

Oscar L. Williams Jr.  
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For National VA Council #53 (NVAC)

June 14, 2010  
Date

JUNE 14, 2010  
Date

Scott Foster  
Scott Foster, VHA WMC  
For Veterans Health Administration (VHA)

6-15-10  
Date