Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, and the American Federation of Government Employees, (AFL-CIO) National Veterans Affairs Council #53 concerning the Office of Information and Technology (OI&T) Field Operations, Service Delivery and Engineering, Regions Service Line Realignment and Reassignment of Tier III Staff.

1. No bargaining unit employees shall suffer any loss of base pay, lose their job, or be realigned and/or reassigned out of their current Region, during this Tier III implementation.

2. NVAC will be provided with a copy of the overall OI&T Organizational Structure. AFGE Locals and OI&T bargaining unit employees will be provided with a copy of the OI&T Organizational Structure and the supervisory chain of command within their Region.

3. Any changes in the conditions of employment of bargaining unit employees by OIT Service Line Management Officials will not be made without providing proper notice to the NVAC.

4. Any Tier III bargaining unit employees realigned or reassigned to a Service Line by OI&T management officials shall not have their planned annual leave cancelled due to this realignment or reassignment.

5. The national parties agreed to use Service Computation Date (SCD) to determine seniority within the OIT Service Lines Realignment and Reassignment of Tier III Staff in any OI&T Region.

6. Prior national MOUs on OIT Field Operations Service Lines Management Programs that do not conflict with this MOU shall remain in effect.

7. If any provision of a local agreement conflicts with the MOU, the balance of the agreement shall remain in effect while and after the local parties renegotiate that provision so it aligns with this MOU.

8. The appropriate management official shall provide a copy of this MOU to the AFGE Local Union President upon their receipt.

Michael J. Clements, VA Labor Specialist For the Department of Veterans Affairs (VA)	Oscar L. Williams Jr., 2nd Exec Vice President AFGE National Veterans Affairs Council #53
10-19-2015 Date	10/19/2015 Date