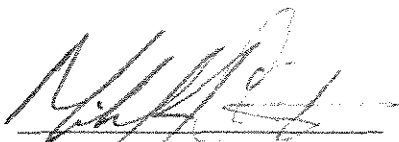


## Memorandum of Understanding

The following constitutes a National Agreement between the Department of Veterans Affairs, Office of Information and Technology (OI&T) and the National Association of Government Employees (NAGE) concerning the Standardization of GS-2210-7/9/11 Position Descriptions and Performance Standards.

1. The Parties understand that OI&T's intent is to standardize the Position Description across the enterprise for uniformity.
2. Bargaining unit employees will be educated on the new Position Descriptions (PD's).
3. Current employees that are targeted to or in GS-11 positions will be reassigned to the new PD's and Performance Standards.
4. Previous approved Leave will be honored.
5. Bargaining unit employees will remain at their current duty station.
6. NAGE reserves the right to further negotiate to the extent provided by law, regarding any policies or procedures that are developed and subsequently approved by the department.
7. Those employees not at the GS-11 full performance level will be notified of the process of how they can apply for the new GS -2210 7/9/11 position when an opening occurs.
8. Those employees not at a full performance GS- 11 will remain on their current PD and under their current performance standards.
9. Within the five (5) calendar days of receipt, the appropriate management official at each facility shall provide a copy of this MOU to the Local Union President.



Michael J. Clements  
LMR Specialist  
Department of Veteran Affairs

02/04/2016  
Date



Mark D. Bailey, SR., National Representative  
for the National Association of Government  
Employees

2-9-16  
Date