

MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Canteen Service (VCS) and the National Association of Government Employees (NAGE) concerning Food Franchising.

- 1. VCS shall identify all facilities where franchising is being proposed, also any/all information utilized.
- 2. NAGE will be provided with the names of local companies with whom VCS plans to franchise.
- 3. Bargaining unit members that are impacted will be identified.
- 4. If positions are available within the VCS, NAGE bargaining unit members that are impacted will be absorbed within the VCS by seniority (VA Service), if qualified.
- 5. Bargaining unit members not placed with the VCS will be given priority consideration for positions for which they qualify at the Medical Center to the extent provided by law. When placement occurs, employees will be given appropriate training to perform the assigned duties.
- 6. Upon receipt of this MOU, the appropriate management official shall provide a copy of the MOU to all local presidents at their facility and/or duty station.

*Suzanne Little Johnson* 4/14/04  
 For NAGE Date

*James B. Conner* 14 APR 2004  
 For The Department Date