

Memorandum of Understanding
Integrations, Mergers and Consolidations of Medical Facilities of
Department of Veterans Affairs Facilities, Between the Department of Veterans Affairs
and The National Federation of Federal Employees, Council of VA Locals

INTEGRATIONS, MERGERS AND CONSOLIDATIONS OF FACILITIES WITHIN THE
DEPARTMENT OF VETERANS AFFAIRS

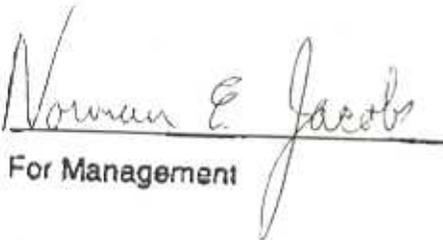
The following constitutes agreement between the Department of Veterans Affairs and the NFFE, VA Council as regards the integration of two or more facilities within the Department and mergers/consolidations of Services within and between facilities.

1. For the purpose of this agreement, an integration is defined as the combining of two or more facilities into one facility such that there is a single management structure of the newly formed integrated facility. Mergers or consolidations of services/functions of integrated facilities will not require separate notification. This definition in no way affects the parties, bargaining rights and obligations as regards integrations, mergers or consolidations.
2.
 - a. There will be no implementation of an integration prior to the completion of management's labor management obligation at either the National level or at the Local level where it effects more than one facility where NFFE represents effected employees.
 - b. For any future integrations, mergers or consolidations of services between two or more NFFE represented facilities the President of the VA Council, NFFE, will be notified sufficiently in advance of the implementation to allow for fulfillment of the labor management obligation, if requested.
 - c. Any Union demand to bargain must be received by the designated management official within thirty (30) days from the date the President or designee receives the proposed change.
 - d. The Department's bargaining obligation is triggered when the Union submits a bargaining demand.

- e. The parties will make every effort to use bargaining team members from the geographic area of concern with travel and per diem being paid by the Department, when appropriate, for team members.
3. Locals, consistent with local partnership agreements, will have pre-decisional and continuous involvement in all local decisions regarding integrations, mergers and consolidations at all levels of the facility.
 4. With regard to any reorganization, re-engineering, streamlining, mergers, consolidations, other related organizational changes or other similar initiatives within a facility, management will meet its labor management relations obligations with the appropriate NFFE local(s) prior to implementation.
 5. The appropriate NFFE local(s) will be notified by the Facility Director of the approval or disapproval of the previously described mergers and consolidations when the Facility Director is notified.
 6. Mergers and consolidations may affect individual employees and may include, but is not limited to, affects on accreditations, certification, continuing education opportunities, change of duty station, scheduled leave and incentive awards.
 7. The contact union person for the Network/VISN will receive all pre-decisional material/information in a timely manner. All final actions for mergers, consolidations and/or integrations will also be forwarded to the Network/VISN union contact person in a timely manner.
 8. Local Human Resources Managers will upon receipt provide a copy of this MOU to the local union president.
 9. The following items are examples of what may be addressed, as appropriate at negotiations when requested by locals regarding mergers and consolidations:

- a) adverse affects on employees
- b) 5 USC 7106(b)(1) matters
- c) promotion opportunities for affected employees
- d) training for affected employees
- e) performance evaluations
- f) incentive awards
- g) position assignments
- h) transfer opportunities
- i) temporary details
- j) travel and per diem for union representatives
- k) annual leave.

10. When a facility integration occurs which effects only one NFFE facility within the VISN, the President of the VA Council, NFFE will be notified. The appropriate labor management obligations will be at the local level.


For Management

5/13/98
Date


For NFFE, VA Council