

Memorandum of Understanding

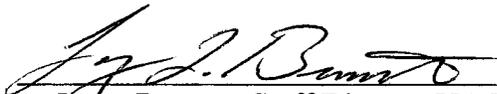
The following constitutes an agreement between the Department of Veterans Affairs, Veterans Canteen Service (VCS) and the American Federation of Government Employees, (AFL-CIO) National Veterans Affairs Council #53 (NVAC) on the transition of AS/PS Wage Schedule to NF Pay Band Schedule.

1. The national agree the transition to NF Pay Band Schedule is because DoD is no longer using the AS/PS Wage Schedule.
2. All bargaining unit employees effective by the transition of NF Pay Band Schedule will receive a letter fully explaining the reason for the transition and their new NF Pay Band Schedule. AFGE Locals may request, to attend any presentation on the new NF Pay Band Schedule, if one takes place at their duty station or duty location.
3. Currently the NF Pay Band Schedule consists of a minimum and maximum pay range: Example listed below based upon the 2011 RUS NAF Pay Ranges in DoD installations.

Pay Ranges

NF Levels	MINIMUM		MAXIMUM	
	Per Year	Per Hour	Per Year	Per Hour
1	15,130	\$7.25	29,050	\$13.96
2	18,180	\$8.71	37,840	\$18.13

4. Upon their receipt the appropriate management official shall provide a copy of this MOU to the Local Union President(s).


Larry Bennett, Staff Director VA LMR
Department of Veterans Affairs (VA)


Oscar L. Williams Jr., 2nd Exec. Vice President
AFGE National VA Council #53 (NVAC)

1-29-2013
Date

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