

Memorandum of Understanding
VA Office Of Information and Technology (OI&T),
Service Delivery and Engineering

The following constitutes a National Agreement between the Department of Veterans Affairs, Office of Information and Technology (Agency and/or OI&T) and the National Association of Government Employees/Service Employees International Union (NAGE/SEIU) regarding the Management Directed Reassignment (MDR) of Tier III personnel to the Service Lines.

1. NAGE/SEIU and OI&T agree to the movement of Tier III personnel to Service Lines.
2. NAGE/SEIU will be given the opportunity to be present at all meetings between the employees being realigned under service lines, Local FCIO's, NCIO's and Regional CIO's when discussing the move and the options that these affected employees have.
3. No employee being transferred to service lines will receive loss of pay.
4. This movement does not prohibit the affected employees from applying for other service line positions.
5. As a result of these moves management will attempt to ensure that employees will not lose their desk or equipment, nor will they be displaced from their current duty location. If for any reason employees are displaced from their current duty station, they will be provided similar workspace and equipment. This does not prohibit the employee and the new service line supervisor from agreeing to alternate work schedules or alternate work locations (i.e. telework).
6. If the employee is placed into a service line that they feel is not suitable with their current knowledge base, the employee will be allowed to discuss assignment to another service line that the employee feels is more compatible for the employee. The ultimate goal is to NOT set an employee up for failure.
7. Management will consider allowing those employees that are choosing to retire within the next 12 months to remain at the Local facility. These employees will perform duties at their current grade levels.
8. Upon request each Local President impacted by the move may request the following information; the name(s) of the employee(s), the current grade, the old supervisor name, and the new supervisor name, the old position description and new position description, the old performance standards, and new performance standards.
9. The Union will be notified of those individuals that Management decides to leave assigned to the local facility and provide a copy of the new position description and old position description.
10. Previous approved Leave schedules will be honored.

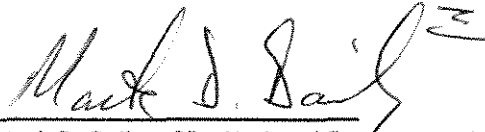
11. Local bargaining shall be limited to local implementation procedures and appropriate arrangements that are not inconsistent with the Master Agreement and this MOU.
12. NAGE reserves the right to further negotiate to the extent provided by law, any proposed changes that have not been addressed at this time.
13. If for any reason management moves Tier III level duties back to the Local facility, the Tier III employees that were assigned to Service Line will have first opportunity to go back to their facility without loss seniority.
14. Seniority will be consistent with the NAGE Master Agreement.



Michael J. Clements
LMR Specialist
Dept of Veterans Affairs

11-16-2015

Date



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

11-23-15

Date