MEMORANDUM OF UNDERSTANDING

The following constitutes an Agreement between the Department of Veterans Affairs, (VA), National Cemetery Administration (NCA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning the establishment of Human Resources Center (HRC) within the Department.

1. The national parties agree the NCA HRC is being established to provide Human Resources service to VA Cemeteries in order to address their growing needs, and as such, will have no adverse affect on bargaining unit employees.

2. NCA will begin to phase in the conversion process to the HRC in Indianapolis, Indiana with Memorial Service Network (MSN) IV. The process will continue until all MSNs have been converted to the HRC.

3. AFGE Locals that represent NCA bargaining unit employees shall be informed about the process prior to the beginning of the conversion. At those sites where the conversion began prior to the signing of this MOU, the appropriate management official shall meet with the local president to resolve any problems that may have arisen.

4. Bargaining unit employees' rights will remain the same under the collective bargaining agreement in regards to pay, vacancy announcements and application processes.

5. Local Union Presidents shall be notified who the NCA contact person is in order to request an employee OPF for representation purposes.

6. The appropriate management official shall provide a copy of this MOU to the Local Union President upon their receipt.

For NCA in the Department

6-11-07
Date

For National VA Council #53

6-5-07
Date