

MEMORANDUM OF UNDERSTANDING
Between
AFGE Local 910 and Kansas City VA Medical Center

SENIORITY DEFINITION

This Memorandum of Understanding (MOU) is entered into between the Kansas City VA Medical Center (KCVA) and the American Federation of Government Employee (AFGE), Local 910. The subject of this MOU pertains to seniority determination.

The parties enter into this MOU with the understanding and agreement that the preferred method for determining such items as, but not limited to, granting of leave, working of overtime and tour/shift preferences, will be handled on a voluntary basis whenever possible. However when a conflict exists, the tie-breaker will be based on seniority as defined in this MOU.

The parties acknowledge that the determination of seniority can often be a multilayered complicated process. In an effort to clarify and establish guidelines for seniority based decisions, seniority is defined as follows:

Seniority is to be considered only within their professional capacity, and then further differentiated by:

1st The date the employee has been a member of the work group staff within their professional capacity. This date will be the responsibility of the manager to maintain for the work group.

2nd The date the employee entered duty (EOD) at the KCVA within their professional capacity.

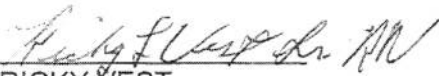
For the purpose of this MOU, work group is defined as the individual unit and/or program within the service line assignment.

For the purposes of this MOU it is applied to employees who are identified as bargaining unit employees within the professional union Local AFGE 910.

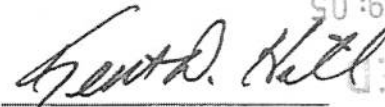
The Seniority determination will not be used in situations where the employee does not meet eligibility for the above areas. Requests for annual leave after the 11/15 deadline for scheduling advance AL will be granted on a first come basis consistent with valid operational needs.

This Seniority Definition MOU does not replace the MOU on "Schedule and Granting of Pre-Scheduled Annual Leave; however it does replace the definition in the MOU regarding service computation date. In the event a conflicts arises from other MOU's regarding seniority, the parties have agreed that this MOU Seniority Definition MOU will prevail. Additionally, any past practice regarding seniority determination for the above stated areas will not be recognized.

The parties agree that this MOU will be reviewed on a bi-annual basis or as needed, and further stipulate that in the event of organizational changes, the parties may re-negotiate as appropriate.


RICKY VEST

AFGE President


KENT D. HILL

Director

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