

MEMORANDUM OF UNDERSTANDING
 Between
 Department of Veterans Affairs
 Kansas City VA Medical Center
 And
 AFGE Local 910
 for

Union Communication with Employee Relations/Labor Relations (ER/LR)

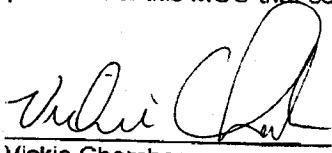
This Memorandum of Understanding (MOU) is entered into between the Kansas City VA Medical Center (KCVA) and the American Federation of Government Employee (AFGE), Local 910. The subject of this MOU pertains to Union communication with Employee Relations/Labor Relations.

The parties agree that the purpose of this MOU is to assure a standardized method of communication for all Local 910 Union Stewards and Officers with ER/LR.

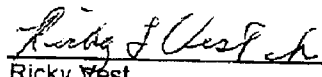
Guiding Principles:

1. All Step 1, Step 2 Grievances and Request for Information (RFI), will be sent as attachment via email to VHAKAN HR ERLR group mail (VHAKANHRERLR@va.gov). These e-mails will be cc'd to AFGE 910 Chief Steward, and AFGE 910 President. ER/LR will send confirmation of receipt via email "Reply All".
 - a. Once It is established who will be the negotiators there is no need to use the ER/LR mail group. The parties should communicate directly with each other.
 - b. All settlement agreements require President review, approval, and signature
2. All Step 3 Grievances, Demand to Bargain (DTB) and Unfair Labor Practice (ULP) will be sent from AFGE 910 President in the same manner as above.
 - a. When submitting DTB, the AFGE 910 President will designate a Chief Negotiator and bargaining team; Chief Negotiator may be delegated.
 - b. Local 910 may add the Director to the initial grievance, however, subsequent communications will exclude the Director unless she is a principle or part of the negotiation team.
 - c. All Settlement agreements are subject to Local 910 President review, approval, and signature.
3. Any of the above referenced correspondence not received in the manner as stated above will be rejected by ER/LR.
 - a. Timelines for Grievances will begin at the time they are received correctly based upon this agreement.
4. No faxed communication will be accepted in ER/LR.

The parties agree to this MOU will be reviewed as needed and further stipulate that in the event of organizational changes, the parties may re-negotiate as appropriate in accordance to the VA and AFGE Master Agreement. Any provision of this MOU that conflicts with the Master Agreement or law will be considered as void.


 Vickie Chambers
 Interim ER/LR Supervisor

10-27-17
 Date


 Ricky Vest
 President AFGE Local 910

10/27/17
 Date