

This Agreement represents the full and complete understanding reached by the Department of Rehabilitation (DOR) and AFSCME Local 2620 at the conclusion of the Meet and Confer negotiations on February 2, 2016 regarding the DOR Vocational Rehabilitation Modernization Project (VRMod). This agreement becomes an addendum to the current State Bargaining Unit 19 Memorandum of Understanding which expires on July 1, 2016.

1. DOR is committed to providing resources and tools for effective support and development of Service Delivery Teams. Training for Team Managers on Team Formation, Roles and Responsibilities, and Conflict Resolution will continue to be provided. Furthermore, DOR will explore additional training for all team members. DOR will pursue such training as resources permit.
2. DOR agrees to develop guidelines for Officer of the Day (OD)/Counselor of the Day (COD) which will take into consideration the Union's recommendations. The Union's recommendations are:

Officer of the Day:

- ~~Any eligible team member can serve~~
- Will provide general information
- Schedule and make appointments to orientation
- Will refer to appropriate team member issues to assigned SVRC/QRP and/or Team manager.

Counselor of the Day:

- All Officer of the Day responsibilities that apply
- Will approve Schedule A, LEAP certification and county related programs
- Respond to detailed/complex disability questions and inquiries on service.

3. DOR agrees to perform individual evaluations for SVRCs who believe they may meet the criteria for range D and E.

4. If a change in report work location is required that causes a hardship, the Department agrees to work with the employee to consider options based on the employee's needs as well as the Department's operational needs on a case-by-case basis.
5. As part of the VRSD team implementation, the DOR will not require the reclassification of a SVRC to a Staff Services Analyst.
6. DOR and Local 2620 agree to review issues related to the phased statewide implementation of the new VRSD Model at the afternoon session of each Quarterly Joint Labor/Management Committee Meeting (JLMC) in which afternoon session shall be designated on Workload issues. DOR and AFSCME Local 2620 agree to establish a quarterly schedule.

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