U.S. Department of Labor

Assistant Secretary for
Veteran's Employment and Training
Washington, D.C. 20210

April 5, 2005

VETERANS PROGRAM LETTER (VPL): 03-05

MEMORANDUM FOR: ALL REGIONAL ADMINISTRATORS AND DIRECTORS FOR VETERANS' EMPLOYMENT AND TRAINING
ALL STATE WORKFORCE AGENCY (SWA) ADMINISTRATORS
ALL REGIONAL ADMINISTRATORS, EMPLOYMENT AND TRAINING ADMINISTRATION

FROM: FREDERICO JUARBE JR.

SUBJECT; Veterans' Employment and Training (VETS) Realignment of Pre-Existing Ten Regions into Six Regions

I. **Purpose**: To provide notification of the realignment of Veterans' Employment and Training (VETS) pre-existing ten region structure into six regions.

II. **References**: U.S. Department of Labor, Employment and Training Administration, Strategic Plan 1999-2004, September, 2000; Memorandum of Understanding Between the U.S. Department of Labor and the National Council of Field Labor Locals (NCFLL).

III. **Background**: In Fiscal Year 2002, the Employment and Training Administration (ETA) began the process of consolidating its ten regions into a structure of six. The purpose behind this realignment was to provide several benefits: more staff for front-line work by pairing regions, aggregating administrative functions, and reducing resources spent on supervisors; better use of staff; greater flexibility in focusing expertise in response to new initiatives and challenges; and more consistent per-state service ratio of thousands of U.S. organizations for improving business results and responding to ever-changing marketplaces and demands.

The U. S. Department of Labor has entered into a Memorandum of Understanding (MOU) with the NCFLL to realign the regional structure of VETS in order to conform

with the ETA and Office of Assistant Secretary for Administration and Management (OASAM) regional structures.

IV. Guidance: Effective October 1, 2004, the six region organizational structure for Veterans Employment and Training (VETS) is as follows:

Boston Region
David Houle
Regional Administrator

Connecticut, Maine, Massachusetts, New Hampshire, New Jersey, New York, Puerto Rico, Rhode Island, Vermont, Virgin Islands

Philadelphia Region
Joseph W. Hortiz, Jr.
Regional Administrator

Delaware, District of Columbia, Maryland, Pennsylvania, Virginia, West Virginia

Atlanta Region
William J. Bolls, Jr.
Regional Administrator
Alabama, Florida, Georgia, Kentucky, Mississippi, North Carolina, South Carolina, Tennessee

Chicago Region
Ronald G. Bachman
Regional Administrator
Illinois, Indiana, Iowa, Kansas, Michigan, Minnesota, Missouri, Nebraska, Ohio, Wisconsin

Dallas Region
Lester L. Williams, Jr.
Regional Administrator

Arkansas, Colorado, Louisiana, Montana, New Mexico, North Dakota, Oklahoma, South Dakota, Texas, Utah, Wyoming

San Francisco Region
Rosendo A. "Alex" Cuevas
Regional Administrator

Alaska, Arizona, California, Hawaii, Idaho, Nevada, Oregon, Washington

V. **Inquiries:** Questions regarding this Veterans' Program Letter may be directed to Pamela Langley, Chief, Division of Employment and Training Programs, 202-693-4708.

VI. **Expiration Date:** Until rescinded or superseded.

MEMORANDUM OF UNDERSTANDING
BETWEEN THE
U. S. DEPARTMENT OF LABOR
AND THE
NATIONAL COUNCIL OF FIELD LABOR LOCALS
(NCFLL)

INTRODUCTION

This Memorandum of Understanding (MOU) is entered into between the U.S., Department of Labor (DOL) and the NCFLL in accordance with the applicable provisions of the master DOL-NCFLL Agreement (Agreement).

SUBJECT

This MOU concerns the realignment of Veterans' Employment and Training Service (VETS) in the regions

BACKGROUND

The Department shared with the NCFLL its plan to realign the regional structure of VETS to coincide with the ETA and OASAM regional structure. The plan specifies that VETS realign its regional structure by consolidating its existing operational structure from ten Regional Administrators to six Regional Administrators (RA). The four RA positions to be eliminated were vacant and had been for some time. The four RA positions to be eliminated were for the New York City, Kansas City, Denver, and Seattle standard regions with the RA positions for Boston, Chicago, Dallas and San Francisco respectively assuming responsibility for those four consolidated regions.

TERMS OF AGREEMENT

1. The parties concur in the implementation of the VETS realignment plan described above during FY 05.

2. The parties agree, that under the new structure, the RA for the four realigned regions, have the full and appropriate labor management relations responsibilities defined in the NCFLL/DOL Agreement, including serving as Step 2 officials, for their combined regions.

3. The Regional Labor Management Relations Committee meetings will continue to be conducted in accordance with Article 3 of the Agreement with specific reference to Section 1 B 7. governing consolidated regions.

4. The parties agree that this realignment will not result in any NCFLL bargaining unit employees losing their positions or grade nor being reassigned.

5. Office space changes will continue to be handled in accordance with Article 23 of the Agreement. Accordingly, the parties reaffirm, that where an office space change is proposed by VETS, the affected RCBC will be notified and if formal bargaining is requested negotiations will be handled regionally with the affected RCBC.

FOR THE DEPARTMENT

Kathryn Schultz 12.9.04
Kathryn Schultz
OASAM, OELMR

Hary Puente-Duany
VETS

Darlene Lorman
OASAM-HR, Chicago

FOR THE NCFLL

Ron Yarmon 2/22/05
Ron Yarmon
President

Roger Jackson 2/14/05
Roger Jackson
Vice President

Bill Henson 12/9/04
Bill Henson
Vice President

Jim Weyrauch
Executive Vice President