

U.S. Department of Veterans Affairs
Veterans Benefits Administration

VBA - AFGE Memorandum of Understanding

**Implementation of Employee User Computer Programs
(New Technology)**

The following constitutes agreement between the Veterans Benefits Administration (VBA) and AFGE National VA Council #53 (NVAC) regarding VBA implementation of employee user computer programs.

1. When VBA intends to implement a new computer program to be used by employees or where computer programs currently in use will be substantially revised, in accordance with Article 44, Section 1 of the Master Agreement, VBA will notify the NVAC at least 30 days prior to implementation. Sufficient information will be included to allow the NVAC to determine any potential adverse impact on employees.
2. In accordance with Article 34 Section 1 and 4, of the Master Agreement, employees will receive appropriate training on new computer programs and changes in existing programs. Employees will not be held responsible for performance issues related to use of such programs until completion of training.
3. Management at the local level will notify the local AFGE President or designee in partnership or formal negotiation prior to implementation of changes described in this agreement, to resolve any uniquely local issues. Such discussions may include issues such as impact on performance standards and impact on other employees not directly using such computer programs.

Management at the facility level will provide a copy of this MOU to the Local President upon receipt.

/S/ Jennifer Long
For VBA
For NVAC

/S/ Alberta Franklin

Date: 12/14/99

