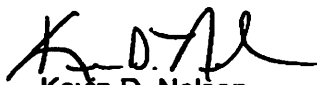


MEMORANDUM OF UNDERSTANDING

VBMS Functionality Upgrade - Medical Disability Examinations

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees (AFGE), AFL-CIO National VA Council (NVAC) #53, (Union) regarding the VBMS Functionality Upgrade - Medical Disability Examinations

1. Employees will receive training on how to use this new VBMS functionality and any related procedures and policies. This training will be recorded in the Talent Management System (TMS). Training time will be granted for this approved training. The local union will be invited to attend.
2. Any updates and/or new additions or changes to work assignments will be timely communicated to employees and local Unions.
3. It is understood that at this time, only contract exams will be ordered through this new functionality. As VHA sites are added or new functionality is incorporated into the medical disability examinations in VBMS, the VBA Mid Term Bargaining Committee will be informed and provided a chance for bargaining under article 47.
4. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control in compliance with Article 27.
5. Management will adhere to the procedures set forth set forth in Article 29, Section 20F, regarding VDT breaks.
6. If after implementation either party is made aware of issues that may adversely affect employees, both parties agree to discuss the issues and work to mutually resolve the issues for the employees. Should discussions not resolve the issues; the parties will implement the negotiating process.
7. In accordance with Article 47 of the Master Agreement, local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
8. Management shall provide a copy of this MOU to the local president and the highest elected or, in the alternative, appointed representative at each local represented by AFGE within 10 days of the date this MOU is signed.


Kevin D. Nelson
For the Agency


Dennis Freeman
For AFGE/NVAC

08/05/16
Date