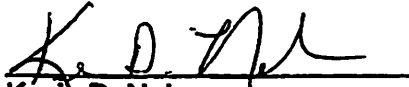


MEMORANDUM OF UNDERSTANDING

Senior VSR Job Task Analysis Survey

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 Senior VSR Job Task Analysis Survey

1. Employees will be on deductible time while taking this survey.
2. 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.
3. Management shall provide a copy of this MOU to the local president and/or designee at each AFGE local within 10 days of the date this MOU is signed.


Kevin D. Nelson
For the Agency


Dennis Freeman
for AFGE/NVAC

01/20/17
Date

MEMORANDUM OF UNDERSTANDING

JRVSR Job Task Analysis Survey

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 JRVSR Job Task Analysis Survey

1. Employees will be on deductible time while taking this survey.
2. 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.
3. Management shall provide a copy of this MOU to the local president and/or designee at each AFGE local within 10 days of the date this MOU is signed.


Kevin D. Nelson
For the Agency


Dennis Freeman
for AFGE/NVAC

01/20/17
Date