


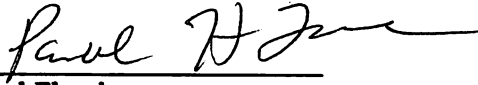
## MEMORANDUM OF UNDERSTANDING

### Vocational Rehabilitation and Employment VetSuccess on Campus Expansion/Hybrid Pilot

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 Vocational Rehabilitation and Employment VetSuccess on Campus Expansion/Hybrid Pilot.

1. This pilot will run for 5 months. This pilot will be conducted at the following Regional Offices: Denver, Louisville, Salt Lake, and St. Paul.
2. At the conclusion of this pilot period, the VBA mid-term bargaining committee will be provided a briefing on the result of the pilot with aggregate data.
3. No employee will have their official duty station changed based on this pilot. Travel expense incurred by employees while traveling from their duty stations to the campuses will be reimbursed in compliance with the joint travel regulations.
4. The Vocational Rehabilitation Counselors participating in this program will be provided the training necessary to perform the new duties. Employees will be granted excluded time for training. No leave will be canceled due to training.
5. 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.
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. 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

  
Paul Fleming  
for AFGE/NVAC

Date 02/06/17