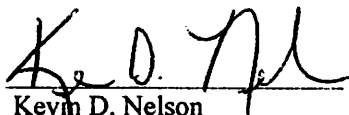


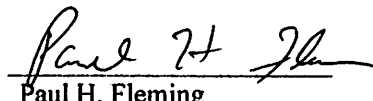
MEMORANDUM OF UNDERSTANDING

Education Service Organizational Structure Change

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 Education Service Organizational Structure Change.

1. Employees will be provided with the new organization chart. They will also be provided with the career ladder progression plan. Local unions will also be provided with the organization charts.
2. If due to the new organization structure, a Bargaining Unit Member changes supervisor, a close out performance evaluation will be provided.
3. If due to the new organization structure, a Bargaining Unit Member must switch teams/supervisors, it will not have a negative effect on the current alternate works schedule or telework schedule.
4. No Bargaining Unit Member will be demoted or lose pay due to this organizational change.
5. Before any new position description or performance plan is implemented, the Agency agrees to meet its bargaining obligation at the national level.
6. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
7. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control.
8. After implementation, if 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.
9. 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 H. Fleming
For AFGE/NVAC

07/06/18
Date