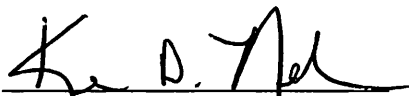


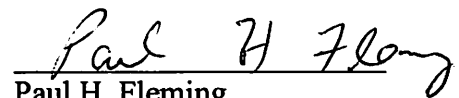
MEMORANDUM OF UNDERSTANDING

Military Sexual Trauma (MST) Change in Process

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 Veterans Affairs Council (NVAC) #53, (Union) regarding the Military Sexual Trauma (MST) Change in Process.

1. Employees who perform second signature review of MST cases will be on excluded time while performing these duties.
2. The results of the national review of denied MST claims will not be considered in the calculation of the employee's individual quality for performance purposes. Corrections made will be performed on excluded time.
3. Individuals assigned to process MST claims at regional offices who spend unreasonable time performing uncredited work, may bring the matter to the attention of their supervisor. The supervisor will consider whether the uncredited time is fairly and equitably accounted for in the weighted action calculation and either, allow excluded time or inform the employee that excluded time is not warranted.
4. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
5. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
6. 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.
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 H. Fleming
For AFGE/NVAC

1 - 31 - 19
Date