

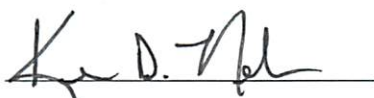
MEMORANDUM OF UNDERSTANDING

Loan Guaranty Service (LGY) System Application Redesign (VA Loan Electronic Reporting Interface (VALERI) system)

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 (NV AC) #53, (Union) regarding the Loan Guaranty Service (LGY) System Application Redesign (VA Loan Electronic Reporting Interface [VALERI] system).


1. Loan Guaranty employees will receive training on how to use the redesigned VALERI system application and any related procedures and policies. Training time will be granted for nationally-approved training. The local union will be invited to attend.
2. If a training even is to be conducted in person, and the employee is not available due to leave, compressed day off, or in lieu of holiday, the employee will be provided make up training.
3. The VBA Midterm Bargaining Committee will be provided quarterly data for one year on the impact this process has on employee timeliness and procedures/workload/quality.
4. The parties agree to a 90-day acclimation period from the date this new system application is implemented. No adverse performance actions will be taken during this 90-day period. Both parties recognize the significant change and local management is encouraged to consider this and analyze data prior to taking any adverse action.
5. Management will provide the VBA Midterm Bargaining Team with any changes to the VALERI system application that impact the working conditions of bargaining unit employees--The union will be notified in advance of these changes.
6. For those employees who utilize VALERI to perform their work, Management will ensure those employees have sufficient workload; at all times, to enable them to achieve the output level of their performance standards. Employees will notify a supervisor if they do not have sufficient work in VALERI.
7. After the voluntary, confidential survey results are received; the results of the survey will be shared with the Union, in accordance to the Master Agreement.
8. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.

9. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
10. 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.
11. Nothing in this MOU impairs Management's right to change the VALERI system application nor the Union's right to negotiate procedures and appropriate arrangements.
12. 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

05/01/19

Date