

MEMORANDUM OF UNDERSTANDING
Inappropriate VSR Credit

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 Inappropriate VSR Credit.

1. The VSR will be provided written explanation on future instances of inappropriate credit prior to removal of the credit. The written notification will advise the employee of the impact of the change on their historical performance and provide the employee with opportunity to improve from the date of notification of the removal.
2. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
3. Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
4. After implementation, if either party is made aware of issues that may 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 to the extent required by the statute.
5. 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

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For the Agency

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04/06/2020

Date