

MEMORANDUM OF UNDERSTANDING

Loan Guaranty Service National Realignment

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 Loan Guaranty Service National Realignment.

1. All affected employees will be informed of this change and their new chain of command.
2. Loan Guaranty Service Central Office will notify the AFGE VBA Midterm Bargaining Committee of all proposed changes for which there is a bargaining obligation.
3. Affected employees will continue to be evaluated based on their local standards, unless national standards are in place. Prior to employees being placed on national standards, management will meet all bargaining obligations.
4. The past practices, local MOUs, etc. remain in effect unless they are superseded by a national Master Agreement or MOU.
5. The Union will be invited to LGY townhall meetings with bargaining unit staff members.
6. 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.
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

Kevin D. Nelson
For the Agency

Paul H. Fleming

Paul H. Fleming
For AFGE/NVAC

04/06/2020

Date