

MEMORANDUM OF UNDERSTANDING

Loan Guaranty Service (LGY) Funding Fee Refund Initiative

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 (LGY) Funding Fee Refund Initiative.

1. All employee involved in this initiative will receive training. This training will be on excluded time. No one will have leave cancelled due to this training.
2. This initiative will take place at the Regional Loan Centers in Roanoke, Virginia, Cleveland, Ohio, and Saint Paul Minnesota in the Loan Production Sections on a full-time basis. Voluntary overtime will be utilized at all Regional Loan Centers.
3. All Loan Production employees will have their performance standard mitigated for July, August and September. Loan Administration and Construction & Valuation employees working on this initiative will do so only during voluntary overtime hours.
4. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
5. Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
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 Harvey Fleming

Paul H. Fleming
For AFGE/NVAC

10/30/19

Date