

MEMORANDUM OF UNDERSTANDING

Changes to Freedom of Information Act (FOIA) Redaction Process at the Veterans Benefits Administration (VBA) for Personally Identifiable Information (PII)

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 Changes to Freedom of Information Act (FOIA) Redaction Process at the Veterans Benefits Administration (VBA) for Personally Identifiable Information (PII).

1. All employee involved in this process will receive training on the new processes, software and systems. This training will be on excluded time. No one will have leave cancelled due to this training. The local union will be invited to this training.
2. Prior to any change in performance standards, all bargaining obligations at the national level will be met.
3. The AFGE VBA Mid-Term Bargaining Committee will be informed of any changes in grade structure.
4. Employees required to participate in the time study will receive training on the tools used to conduct the time study.
5. The employee data gathered during the time study will not be disclosed by employee name or identifiable number and will not be used for individual employee performance purposes.
6. Within 45 days of completion of the time study, the VBA Mid-Term Bargaining Committee will be provided a summary of the analysis.
7. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
8. Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
9. 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 to the extent required by the statute.

10. 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

10/31/19

Date