



MEMORANDUM OF UNDERSTANDING

EP 310 Future Exam Project

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 EP 310 Future Exam Project

1. All affected employees will be provided appropriate training. If an employee's request for training or additional training is denied, the reasons for denial will be provided in writing in a timely manner.
2. The VBA Midterm Bargaining Committee will be provided quarterly updates on the progress of this initiative for a period of at least 1 year from the date of implementation.
3. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
4. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control.
5. 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.
6. 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

05/08/18  
Date