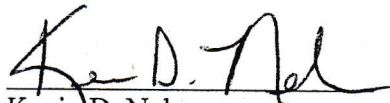


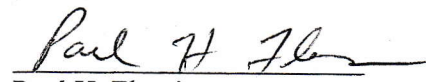
# MEMORANDUM OF UNDERSTANDING

## PMC VSR Training Curriculum

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 PMC VSR Training Curriculum

1. The new training curriculum will be communicated to the affected employees. Changes to the curriculum will be communicated to the field in a timely manner. Any training assigned to field employees because of this curriculum will be given enough time to complete the training without interfering with their other duties.
2. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control in compliance with Article 27.
3. If after implementation 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.
4. 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

06/13/17  
Date