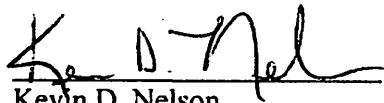


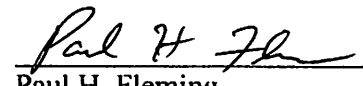
MEMORANDUM OF UNDERSTANDING

Revised Process for Conducting an Individual Unemployability (IU) Certification Review

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 Veterans Affairs Council (NVAC) #53, (Union) regarding the Revised Process for Conducting an Individual Unemployability (IU) Certification Review.

1. All affected employees will receive training on this new process. No employee will have leave cancelled or denied due to this training. Employees will be on deductible time for this training. The local union will be invited to these trainings.
2. Any employee who has enough of their workload removed to negatively impact their performance standard of production, will have that element mitigated.
3. No employee will have their performance standards negatively impacted because the system does not properly match and route the income verification.
4. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
5. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control.
6. 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.
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
For the Agency


Paul H. Fleming
For AFGE/NVAC

07/06/18
Date