

MEMORANDUM OF UNDERSTANDING

Centralized Mail for Education Service

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 Centralized Mail for Education Service.

1. The parties agree to a 90-day acclimation period from the date this new process is implemented. No adverse performance actions will be taken during this 90-day period. Both parties recognize the significant change in this process and local management is encouraged to consider this and analyze data prior to taking any adverse action.
2. All affected employees will be provided training on the new mail process. No employee will have leave cancelled or denied due to this training. Employees will be on excluded time for this training. The local union will be invited to these trainings.
3. Management agrees to review the impact of this new procedure on Education Service employees and adjust the performance standards as needed.
4. Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
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

Kevin D. Nelson
For the Agency

Paul H. Fleming

Paul H. Fleming
For AFGE/NVAC

07/23/19

Date