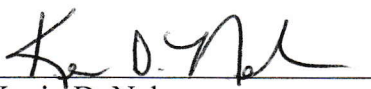


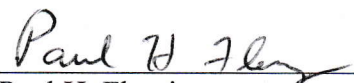
# MEMORANDUM OF UNDERSTANDING

## Requirement for IDES Military Service Coordinators (MSCs) to use ERRA Tool

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 Requirement for IDES Military Service Coordinators (MSCs) to use ERRA Tool.

1. All affected employees and their supervisors will be provided training on use of the ERRA tool, along with requirements involving VBMS. This training will be recorded, made available to employees, and assigned a TMS number. 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. 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

07/27/17  
Date