

MEMORANDUM OF UNDERSTANDING

National VSR/SrVSR DIF Survey

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 National VSR/SrVSR DIF Survey.

1. Employees will be on deductible time while taking this survey.
2. The results of this survey will be shared with the AFGE VBA Midterm Bargaining Committee.
3. Management will not hold employees accountable for factors and/or extenuating circumstances that affect performance and are beyond the employees' control regarding participation in this survey.
4. After implementation, if either party is made aware of issues that may 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 to the extent required by statute.
5. Management shall provide a copy of this MOU to the local president and/or designee at each AFGE local within (10) ten days of the date this MOU is signed.

Kevin D. Nelson

Kevin D. Nelson
For the Agency

Paul H. Fleming
For AFGE/NVAC

04/27/2021

Date