

# MEMORANDUM OF UNDERSTANDING

## COVID 19 Exam Special Project

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 COVID 19 Exam Special Project.

1. Employees who perform tasks related to this project and do not receive production credit for those tasks, will receive excluded time.
2. Consistent with the procedures set forth in the Master Agreement, local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
3. Management will not hold employees accountable for factors extenuating-circumstances that affect performance and are beyond the employees' control.
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 location within (10) ten days of the date this MOU is signed.

*Kevin D. Nelson*

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Kevin D. Nelson  
For the Agency

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Paul H. Fleming  
For AFGE/NVAC

05/06/2021

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Date