

# MEMORANDUM OF UNDERSTANDING (MOU)

## Virtual and In-Person Progression (VIP) Training Implementation

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 VIP Training Implementation.

1. Management will ensure that the content and amount of training employees receive will be adequate for employees to perform all functions of their position.
2. Consistent with the procedures set forth in the Master Agreement, local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
3. 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 the discussions not resolve the issues, the parties will implement the negotiating process to the extent required by the statute.
4. 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

05/20/2021

Date