

MEMORANDUM OF UNDERSTANDING (MOU)

Compensation Service RVSR Competency-Based Training System (CBTS)

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 Compensation Service RVSR Competency-Based Training System (CBTS).

1. The pilot sites are Fort Harrison, Waco, Philadelphia, Chicago, Albuquerque, Seattle, Atlanta, and Little Rock Regional Office. If not all RVSRs are utilized, volunteers will be solicited from qualified employees at each site. If more employees volunteer than required, seniority as defined locally will be the deciding factor. If less employees volunteer than needed, the least senior employees as defined locally will be assigned to these duties.
2. Employee selected to participate in this pilot will receive training on the CBTS program.
3. Time utilizing the CBTS will be excluded time.
4. Data collected and analyzed during this pilot including the effect on performance, will be provided to the AFGE VBA Mid-Term Bargaining Committee.
5. Prior to expansion of this pilot or national roll out of the program, management agrees to meet its bargaining obligations at the national level.
6. 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.
7. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
8. 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 the statute.
9. 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

07/15/2021

Date