

# MEMORANDUM OF UNDERSTANDING

## VBA Onboarding Process for VSR/RVSR 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/RVSR Survey.

1. Employees will be on deductible time while taking this survey.
2. The AFGE VBA Midterm Bargaining Committee will be provided the results of this survey.
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 AFGE local within (10) ten days of the date this MOU is signed.

*Kevin D. Nelson*

Kevin D. Nelson  
For the Agency

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For AFGE/NVAC

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Date