

MEMORANDUM OF UNDERSTANDING (MOU)

Loan Technician Award Program (Loan Administration)

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 Loan Technician Award Program (Loan Administration) effective July 2022.

1. The AFGE VBA Mid-Term Bargaining Committee will be provided with the number of employees eligible and the number of employees who receive an award under this program for each quarter. This information will be provided no later than 1 week after award approval. After the first four quarters, this information will be provided upon request.
2. Employees that are on leave the first 2 days of the new quarter and cannot meet the submission deadline will be allowed to submit their spreadsheet either before going on leave or within 2 business days of returning to from leave.
3. 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.
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. If the parties are unable to resolve the issue(s) by discussion, the parties will implement the negotiating process to the extent required by the statute.
5. Management may cancel this program at any time with advance notice to the Union along with the reason(s) for cancellation.
6. 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.

Jessica R. Minnich
For the Agency

Paul H. Fleming
For AFGE/NVAC

Date