

## **MEMORANDUM OF UNDERSTANDING (MOU)**

### **Loan Specialist Award Program (Loan Production)**

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 Specialist Award Program (Loan Production) effective June 2022.

1. The AFGE VBA Mid-Term Bargaining Committee will be provided with the monthly award challenge categories and the number of employees receiving a monthly award each quarter no later than 1 week after monthly award approval for the last month of the quarter. After the first four quarters, this information will be provided upon request.
2. Consistent with procedures set forth in the Master Agreement, local bargaining shall take place at individual facilities 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. 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.
4. Management may cancel this program at any time with advance notice to the Union along with the reason(s) for cancellation.
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.

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Jessica R. Minnich  
For the Agency

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Paul H. Fleming  
For AFGE/NVAC

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Date