

# MEMORANDUM OF UNDERSTANDING

## Resumption of In-Person Fiduciary Activities

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 Resumption of In-Person Fiduciary Activities.

1. Management will provide employees with appropriate equipment to conduct in-person activities.
2. Fiduciary Hubs will follow current Centers for Disease Control (CDC) guidance regarding masking, and consult the Charting the Course SharePoint site, current Department of Veterans Affairs guidance, and applicable Federal, State, and local guidelines.
3. Management will ensure Field Examiners receive the training and/or mentoring necessary for conducting in-person field activities.
3. Consistent with Article 47, Section 4(A) of the 2011 Master Agreement, appropriate 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. Should discussions not resolve the issues, the parties will implement the negotiating process to the extent allowed 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.

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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