

MEMORANDUM OF UNDERSTANDING

Stay in VBA Program

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 Stay in VBA Program.

1. As applicable, employees will be on excluded time while participating in the Stay in VBA Program.
2. Employee participation in the Stay in VBA Program is voluntary. Management will adhere to Article 49, Section 8 and Section 11(B) of the Master Agreement in regard to collecting and sharing data.
3. The AFGE VBA Mid-term Bargaining Committee will be provided the Stay in VBA Program results semi-annually. Local AFGE unions will be provided with the data for their local upon request.
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.

Jessica R. Minnich
For the Agency

Paul H. Fleming
For AFGE/NVAC

Date