

MEMORANDUM OF UNDERSTANDING

Loan Guaranty Organizational Changes

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 Loan Guaranty Organizational Changes.

1. Employees affected by this organization change will be informed in advance.
2. Any employee who will switch supervisors will have a timely close out performance evaluation.
3. Employees that are reassigned to a new position and placed on a new performance plan due to the organizational changes will be given a 90-day acclimation period. During the 90-day period, employees will be assessed against the new performance standards and provided feedback.
4. Employees will be provided with access to their new organization's policy and procedures and informed of all intranet pages/Share-Point sites needed by employees of the new organization if different from their previous ones.
5. Existing telework and remote work agreements, and alternative work schedules, will not be impacted solely by this organizational change. If Management initiates a change in telework, alternative work schedules, or remote work, it will meet its bargaining obligations prior to implementation.
6. Consistent with Article 47, Section 4(A) of the 2023 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.
7. Management will not hold an employee accountable for factors or extenuating circumstances that affect performance and are beyond the employee's control.
8. 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.
9. Management shall provide a copy of this MOU to the local president and/or designee at each AFGE local within 10 days of the date this MOU is signed.

Jessica R. Minnich
For the Agency

Paul H. Fleming
For AFGE/NVAC

September 19, 2023

Date