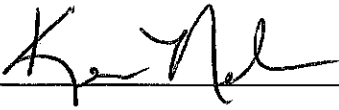


Memorandum of Understanding (MOU) Right Fax Initiative Pilot

This is an MOU between The Department of Veterans Affairs (VA), Veterans Benefits Administration (VBA) and the American Federation of Government Employees (AFGE) National Veterans Affairs Council (NVAC or Union) regarding the Pilot for the Right Fax Initiative (Initiative).

1. No employee will have any of their leave canceled or rescheduled because of training on this Initiative.
2. Any employee who was on leave when the training was offered will be allowed to complete the training when they return from their leave.
3. If remedial training is in order, the employee requesting it shall be afforded an opportunity to take such remedial training.
4. Remedial training may consist of repeating the initial training. If such training has been changed since the initial training, the employee will get remedial training that is the most up to date available.
5. Employees shall be given deductible time during the training for the amount of time spent in training.
6. In accordance with Article 47 of 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.
7. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control in compliance with Article 27.
8. If after implementation either party is made aware of issues that may adversely 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.
9. If VBA decides to provide this initiative to more than 200 Teleworkers or even to all applicable VBA employees who fax as part of their duties, then that NVAC shall be promptly notified of that decision and provided an opportunity to negotiate.

10. Data collected will not be used for individual employee performance purposes.
11. Within 30 days of the conclusion of the Pilot, the VBA Mid-Term Bargaining Committee will be provided the analysis of the data, including any recommendations. This information will be shared with labor partners prior to national roll out or expansion of the pilot and all final bargaining obligations will first be met at the national level. The parties agree to comply with Article 47 in this regard.
12. A copy of this MOU shall be provided within 10 business days of signing to the local president and the highest elected or appointed union representative at the affected facility.



For Management



For AFGE/NVAC

Date: 07/09/15