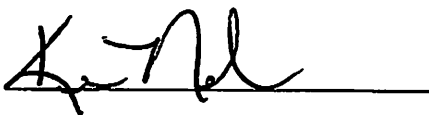


Memorandum of Understanding (MOU)

The following constitutes an agreement between Department of Veterans Affairs (VA), Veterans Benefits Administration (VBA) and the American Federation of Government Affairs (AFGE), AFL-CIO, National Veterans Affairs Council (NVAC) #53, regarding the Education Service Regional Processing Office (RPO) Time Study.

1. The time study will be conducted over two separate sessions, a five (5) day session and a three (3) day session. Employees to be measured will consist of grade GS-7, GS-9 and GS-11 Veterans Claims Examiners (VCE) and Upstream Clerks. The work to be measured will consist of Chapter 33, non-Chapter 33, and non-EP work. COWC work will be measured only at the St. Louis RPO.
2. All VCE's and Upstream Clerks participating in this time study will be randomly selected.
3. The AFGE Local President or their designee at each respective RPO shall be included in all briefings conducted by and/or provided by the survey team and will receive all requisite information, data, etc. provided to station management.
4. The performance measures of the employees participating in this time study will not be negatively impacted as a result of their participation.
5. The randomly selected employees will be working claims from their regular workload during the time study. Team members will observe employees working claims identified by type, but not screened, from their regular workload.
6. The VBA Mid-term Bargaining Committee will be provided the data resulting from the time study upon completion. This information shall include all methods and procedures relied upon to conduct the time study.
7. Locals may request to bargain on procedures and arrangements, in accordance with the Mid-Term Bargaining Article of the AFGE/VA Master Agreement, after the signing of this MOU as long as the changes do not conflict with, or interfere with, or impair the implementation of this MOU and the Master Agreement.
8. Management shall provide a copy of this MOU to the local president and the highest elected or, in the alternative, an appointed, representative at each Local within ten (10) days of the signing of this MOU.



For Management



For Union

07/28/15

Date