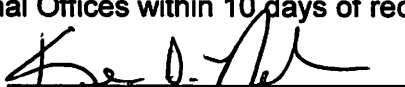


Memorandum of Understanding Pilot of the RMC Toolkit

The following constitutes agreement between the Veterans Benefits Administration (VBA) and the American Federal of Government Employees, AFL-CIO National VA Council #53 (NVAC) concerning pilot testing of the RMC Toolkit at, Atlanta, Baltimore, Chicago, Houston and Albuquerque Regional Offices.

1. Management will conduct a pilot of the RMC Toolkit beginning on or about April 1, 2016. Should this pilot exceed 30 days from the date of implementation, management will notify the AFGE VBA-mid Team and fulfill its bargaining obligations.
2. Management will notify the AFGE VBA Mid-Term Team of all relevant information involving the pilot, which include but is not limited to, the plan for conducting the pilot, appropriate data to be gathered, and any procedural changes that may be necessary for this implementation prior to the start date at each pilot site.
3. Local union officials will be invited to attend all conference calls, broadcasts, and meetings where issues concerning the pilots are discussed. When such events are National, the AFGE VBA Mid-Term members will also be invited.
4. All employees affected by this National pilot will be provided an orientation about the effort. This orientation will include an explanation of the information in paragraph # 1 above. The Local Union will be informed of the meeting so a representative may attend.
5. Prior to implementation of the pilot, VBA will provide training to all employees involved in the pilot.
6. The parties agree that the use of technology will be in accordance with Article 66.
7. Data collected will not be used for individual employee performance purposes, and employees will not be held accountable for factors or extenuating circumstances related to this pilot that are beyond the employee's control.
8. 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.
9. Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
10. 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 negotiation process.
11. Management will provide a copy of this MOU to the Local Presidents or the highest union official of the affected Regional Offices within 10 days of receipt.



For the Agency



For AFGE-NVA

Date 04/05/16