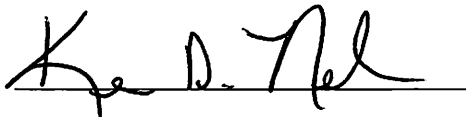


Memorandum of Understanding

Loan Guaranty Notices of Values (NOV) Timeliness Changes

The following constitutes agreement between the Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO National VA Council #53 (NVAC) concerning Loan Guaranty Notices of Values (NOV) Timeliness Changes to Regional Loan Guaranty Center station Measures.

1. VBA Mid-Term has been advised of Loan Guaranty Service (LGY) making changes to the metrics of the Regional Loan Center (RLC) Station Dashboards. This is to evaluate station performance, and not employee performance. LGY increased the NOV timeliness performance metrics of Individual and VA-guaranteed Loan Notices of Values and compliance goals for all affected RLC stations.
2. As employee performance standards for RLC Construction and Valuation staff members are not nationalized, stations should locally bargain any change, if needed, if a determination is made to alter current employee performance standards.
3. Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated National policies or agreements.
4. If after implementation, either party is made aware of issues that may adversely affect employees, both parties agree to work together to resolve the issues at hand.
5. Management will provide a copy of this MOU to the President or designee of each AFGE local affected by this consolidation.



For Management



For AFGE/NVAC

Date: 07/14/16