



**MEMORANDUM OF UNDERSTANDING**  
**National Transaction Reports**

This Memorandum of Understanding (MOU) constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (Agency or VBA), and the American Federation of Government Employees, AFL-CIO (AFGE), National Veterans Affairs Council #53 (NVAC) (Union), regarding the National Transaction Reports.

1. This agreement encompasses the National Transaction Reports, which are composed of the Throughput Transparency Cost (TTC), Employee Throughput Report (ETR), and Transaction Summary Report found on the Tableau Server along with any other report on that server.
2. As of the signing date of this MOU, the Agency agrees the National Transaction Reports are currently used as analytical tools and are not currently used to evaluate employee performance. Employee performance is currently evaluated using data from the ASPEN system.
3. If, in the future, the Agency intends to use the National Transaction Reports in a manner that triggers a duty to notify and bargain with the Union or develops a replacement for the ASPEN system, the Agency agrees to fulfill its bargaining obligations to the Union.
4. If the Union is made aware of issues with the National Transaction Reports that may adversely affect employees, both parties agree to informally discuss the issues and work to mutually resolve the issues. Should informal discussions not resolve the issues, the parties will proceed with the bargaining process, if necessary.
5. 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, including this MOU.
6. Management shall provide a copy of this MOU to the President of each AFGE Local within 10 days of the signing date of this MOU.

  
\_\_\_\_\_  
Kevin Nelson, VBA  
For the Agency

10/21/16  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Dennis Freeman, AFGE/NVAC  
For the Union

10/24/16  
\_\_\_\_\_  
Date