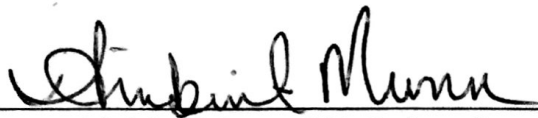


Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees (AFL-CIO), National Veterans Affairs Council #53 (NVAC) on the Limited English Proficiency (LEP) Policy and Language Access Plan (LAP) Policy.

1. The national parties agree the Language Access Plan (LAP), provides Veterans or their family members with the appropriate language assistance by the VA for individuals with Limited English Proficiency (LEP).
2. Bargaining unit employees shall not be adversely affected by the implementation of these LEP services for Veterans and/or their family members.
3. Bargaining unit employees may inform their immediate supervisor of a Veterans or their family members needing LEP services. If available at their duty location the bargaining unit employees may contact the designated LEP Coordinator or LEP provider with the responsibility over programs and services where they may interact with the LEP Veteran and family members.
4. No bargaining unit employee has the responsibility of providing the LEP services for the Veterans or their family members, if not their primary work assignment.
5. Upon their receipt the appropriate management official shall provide a copy of this MOU to the AFGE Local President.



Ainbint Munn, VA Labor Specialist
For the Department of Veterans Affairs (VA)



Oscar L. Williams Jr., 2nd Exec. Vice President
AFGE National Veterans Affairs Council #53

11/11/2017

Date

01/11/2017

Date