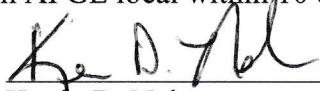


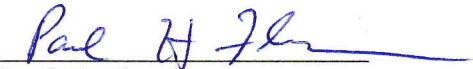
# MEMORANDUM OF UNDERSTANDING

## Pension & Fiduciary Automated State Consolidated Plot Processing

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees (AFGE), AFL-CIO National Veterans Affairs Council (NVAC) #53, (Union) regarding the Pension & Fiduciary Automated State Consolidated Plot Processing.

1. All affected employees receiving this new work load at the Pension Management Centers (PMC) will receive training on this new workload. No employee will have leave cancelled or denied due to this training. Employees will be on deductible time for this training. The local union will be invited to these trainings.
2. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
3. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control.
4. After implementation, if 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 negotiating process.
5. Management shall provide a copy of this MOU to the local president and/or designee at each AFGE local within 10 days of the date this MOU is signed.

  
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Kevin D. Nelson  
For the Agency

  
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Paul H. Fleming  
For AFGE/NVAC

05/09/18  
Date