


MEMORANDUM OF UNDERSTANDING

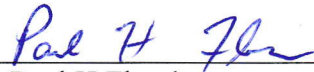
Skills Certification ROs for RVSR/DRO JTA Site Visits

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 VA Council (NVAC) #53, (Union) regarding the Skills Certification ROs for RVSR/DRO JTA Site Visits

1. The site visits will be conducted at Cleveland, Denver, Boston, Seattle and Louisville.
2. All bargaining unit employees selected to participate in this process will be briefed prior to participating. The local union will be invited to any in/exit briefings.
3. All bargaining unit employees will be on excluded time while participating in the site visit.
4. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control.
5. 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.
6. 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.



Kevin D Nelson
For the Agency



Paul H Fleming
for AFGE/NVAC

05/10/18

Date