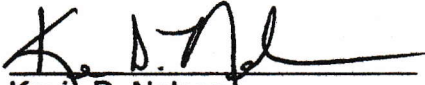



## MEMORANDUM OF UNDERSTANDING

### VR&E Field Survey – CAPRI

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 VR&E Field Survey – CAPRI.

1. Surveys conducted of employees will be voluntary, their responses will be confidential, and their anonymity protected.
2. Prior to any changes made to work processes or procedures, management will meet all bargaining obligations at the national level.
3. After implementation, 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.
4. 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

04/09/18  
Date