

MEMORANDUM OF UNDERSTANDING

Character of Discharge (COD) Consolidation

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 Character of Discharge (COD) Consolidation.

1. Affected employees will be trained on character of discharge procedures prior to the employee being evaluated on character of discharge in the performance evaluation.
2. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
3. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
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.

Kevin D. Nelson

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For the Agency

Paul H. Fleming

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05/24/19

Date