

MEMORANDUM OF UNDERSTANDING

RVSR Exam Pilot

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 RVSR Exam Pilot.

1. This Pilot is intended to run for 30 days at the Cleveland, Hartford, Boise, Little Rock, Denver and Des Moines Regional Offices.
2. RVSRs will receive training on how to utilize VA system to order VA Examinations. Employees not available for this training will be afforded a makeup section upon return. Employees will be on deductible time for this training. The local union will be invited to these trainings.
3. Employees will receive .75 weighed credit for ordering any examinations. Employees will be informed during the training how they will be credited these weighted actions. If an RVSR has to either reorder exams because they are inadequate or must order additional exams based on the first exams ordered, they will receive an additional .75 weighted credit.
4. In Process Reviews conducted as part of this pilot program will not have a negative effect on the employee's performance evaluation.
5. At the end of this pilot management agrees to review the effect this pilot had on the RVSRs who participated and will consider further mitigation if there is a negative effect.
6. The results of this pilot and any recommendations will be shared with the AFGE VBA Mid-Term Bargaining Committee.
7. Prior to extension, expansion or national rollout of this pilot, management will meet its bargaining obligations at the national level.
8. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
9. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
10. 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.

11. 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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For the Agency

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07/23/19
Date