

MEMORANDUM OF UNDERSTANDING

Loan Guaranty Service - Planview Enterprise One Usage Initiative

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 Loan Guaranty Service - Planview Enterprise One Usage Initiative.

1. All employees required to use this new system will receive training on it. This training will be on excluded time. No one will have leave cancelled due to this training. The local union will be invited to this training.
2. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
3. Local bargaining shall 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 to the extent required by the statute.
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

Kevin D. Nelson
For the Agency

Paul Harvey Fleming

Paul H. Fleming
For AFGE/NVAC

10/30/19

Date