

**MEMORANDUM OF UNDERSTANDING**

**SSD/VR&E Beneficiary Travel and Direct Reimbursement Standardization 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 VA Council (NVAC) #53 (Union) regarding the SSD/VR&E Beneficiary Travel and Direct Reimbursement Standardization Pilot.

1. This Pilot is intended to run for 45 days at the San Diego and Atlanta Regional Offices.
2. The results of this pilot and any recommendations will be shared with the AFGE VBA Mid-Term Bargaining Committee.
3. Prior to extension, expansion or national rollout of this pilot, management will meet its bargaining obligations at the national level.
4. Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
5. After implementation, if either party is made aware of issues that may 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 requires by the statue.
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*

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For the Agency

*Paul Harvey Fleming*

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Paul H. Fleming  
For AFGE/NVAC

10/30/19

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Date