

MEMORANDUM OF UNDERSTANDING (MOU)

Foreign Private Medical Records (PMR) Nationwide Deployment

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 Foreign Private Medical Records (PMR) Retrieval Nationwide Deployment.

1. Employees who will be affected by deploying this nationwide, will be provided training on the changes.
2. Management will meet their bargaining obligation on any future enhancements or changes to Foreign Private Medical Record retrieval process.
3. Consistent with the procedures set forth in the Master Agreement, local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements
4. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
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. If the parties are unable to resolve the issue(s) by discussion, the parties will implement the negotiating process to the extent required by the statute.
6. Both parties will communicate the MOU.

Kevin D. Nelson

Kevin D. Nelson
For the Agency

Paul H. Fleming

Paul H. Fleming
For AFGE/NVAC

08/21/2020

Date