

MEMORANDUM OF UNDERSTANDING (MOU)

Loan Guaranty Service New Appraisal Management System (AMS)

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 implementation of the Loan Guaranty Service New Appraisal Management System (AMS).

1. Employees affected by the establishment of the Appraisal Management System (AMS) will be provided training opportunities on the system.
2. Consistent with the statute, Management will meet bargaining obligations on any future enhancements or changes to AMS that affects the employee's conditions of employment.
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 policies 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.

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For the Agency

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08/21/2020

Date