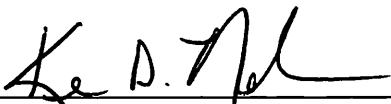


## MEMORANDUM OF UNDERSTANDING

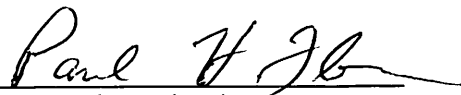
### Discontinuation of End Product 693

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 Discontinuation of End Product 693.

1. On September 6, 2018, VBA removed End Product (EP) 693s from the workload and removed procedures for using this EP as a companion to the master EP.
2. Management will ensure sufficient work is assigned to allow for fair assessment of performance against the standard.
3. Management agrees to review the impact of the discontinuance of EP 693 and may adjust the performance standards if Management determines adjustments are needed.
4. Prior to removing an employee from telework, an alternative work schedule, or withholding of their within grade increase or career ladder promotion, management will review and assess the impact of removal of EP 693 on employee production.
5. Management will provide production/output data to assess the impact of the discontinuance of EP693. Data will be provided quarterly for the FY 2019 rating period.
6. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
7. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
8. 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.
9. 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  
For the Agency



Paul H. Fleming  
For AFGE/NVAC

1-31-19  
Date