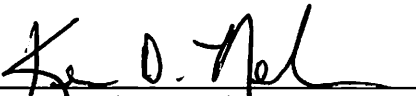


MEMORANDUM OF UNDERSTANDING

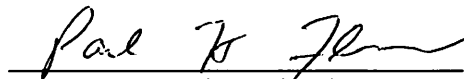
VR&E Centralized Mail and Active Folder Scanning

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 VR&E Centralized Mail and Active Folder Scanning.

1. Employees outside of Vocational Rehabilitation and Employment (VR&E) who are on a production or timeliness standard will not have their performance evaluations negatively affected due to time spent working on this project.
2. All VR&E staff will receive training on how to save documents in PDF and upload them to VBMS or other electronic record. The local union will be invited to these trainings.
3. Management agrees to review the impact of this new procedure on VR&E employees and may adjust the performance standards if Management determines adjustments are needed.
4. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
5. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
6. 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.
7. 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