



## MEMORANDUM OF UNDERSTANDING

### New Camp Lejeune (CLCW) Regulations and Presumptive Conditions

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 New Camp Lejeune (CLCW) Regulations and Presumptive Condition.

1. All affected employees will be provided training on the new presumptive conditions and their rules and regulations. Employees will receive credit in TMS upon completion of the training. No employee will have leave cancelled or denied due to this training. Employees will be on deductible time for this training.
2. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control in compliance with Article 27.
3. If after implementation 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.
4. 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

10/19/17  
Date