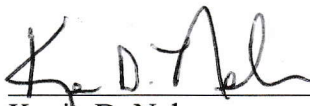


MEMORANDUM OF UNDERSTANDING

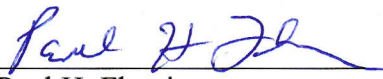
BFFS Version 4.0

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 BFFS Version 4.0 release

1. Before BFFS 4.0 is released to the field, employees will be provided training on the changes and on any updates to BFFS 4.0. Upon completion, this training will be recorded in the employees TMS record. No employee will have leave cancelled due to this training. The local union will be invited to attend this training.
2. QRT will have a 30 calendar day grace period for any new manual changes before citing deficiencies as critical errors. The grace period is counted as 30 calendar days after the relevant Veterans Affairs (VA) Key Changes document is published.
3. No Legal Instrument Examiner (LIE) will be negatively impacted by the removal of the cursory disapproval button from BFFS.
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. 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.
6. 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

05/09/18
Date