



MEMORANDUM OF UNDERSTANDING

VA Schedule for Rating Disabilities (VASRD) Updates

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 VA Schedule for Rating Disabilities (VASRD) Updates

1. When regulatory changes to the rating schedule occur, employees will have a 30 calendar day grace period following training on the regulatory change before an error may be officially cited on the employee. An error noted prior to the expiration of the 30 calendar day grace period should be recorded as a comment/remark to ensure the employee is made aware of the change and a correction to the case will be required. No employee will have leave cancelled due to this training. The training shall be excluded time.
2. Management will inform employees once VBA is notified of IT changes made related to the VASRD.
3. NVAC/AFGE Mid-term Bargaining Committee will be given notice prior to publication of each regulatory update. This notice will include a list of changes.
4. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control.
5. Local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
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

05/10/18
Date