

## MEMORANDUM OF UNDERSTANDING

### **Vocational Rehabilitation & Employment (VR&E) Implementation of Time Study**

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 VR&E Implementation of Time Study.

1. The survey will last two (2) weeks in duration for the selected Regional Offices. The selected employees are expected to participate in the survey.
2. Employees will receive training on the excel spreadsheet and instructions on how to correctly complete the survey. Leave will not be cancelled due to this training. The Local Union will be invited to the training.
3. The employee data gathered by the contractor will not be disclosed to Compensation Service or the Fiduciary Hubs by employee name or identifiable number; and will not be used for individual employee performance purposes.
4. Management realizes this time study may affect overall performance relative to performance standards. No employee will be negatively affected on their performance standard due to participation in this time study.
5. Within 45 days of completion of the data collection, the VBA Mid-Term Bargaining Committee will be provided the third-party analysis of the data from the date of implementation through the date of completion, including any recommendations. This information will be shared with labor partners prior to developing standards.
6. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
7. Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
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*

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Kevin D. Nelson  
For the Agency

*Paul H. Fleming*

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Paul H. Fleming  
For AFGE/NVAC

07/23/19

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Date