

## MEMORANDUM OF UNDERSTANDING

### Invoice Payment Processing System (IPPS) for the Vocational Rehabilitation and Employment Initiative

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 the Invoice Payment Processing System (IPPS) for the Vocational Rehabilitation and Employment Initiative.

1. Employees who will be utilizing IPPS will receive training. Leave will not be cancelled due to this training.
2. Employees participating in the pilot will be allowed to provide feedback on the program and processes.
3. The VBA Mid Term Bargaining Committee will be provided with the results of the pilot to include the executive summary, within 30 days of the pilot completion. Prior to expansion or national roll out, all bargaining obligations at the national level will be met.
4. Local bargaining shall 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*

Kevin D. Nelson  
For the Agency

*Paul H. Fleming*

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For AFGE/NVAC

07/24/19

Date