

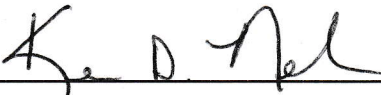
MEMORANDUM OF UNDERSTANDING

Expansion of Legal Instruments Examiner (LIE) Pilot

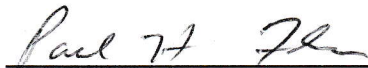
The following constitutes an agreement between the Department of Veterans Affairs and the American Federation of Government Employees, AFL-CIO, National VA Council #53 regarding expansion of the LIE Performance Standard Pilot to Six Fiduciary Hubs.

1. In order to ensure a fair and effective national LIE performance standard, it is necessary to expand the prior LIE performance standard pilot. The benefit of an expanded pilot includes, but is not limited to, the generation of additional data for consideration by the pilot team and to further test the BFFS Productivity Tool. It will also benefit employees by allowing them to get accustomed to the tool and standard prior to official deployment.
2. The draft standard was previously piloted at the Louisville and Indianapolis Fiduciary Hubs. The pilot will be expanded effective August 1, 2017, to the Columbia, Milwaukee, Lincoln, and Salt Lake City Fid Hubs. The pilot will last at least 30 days.
3. Prior to implementation of the pilot, VBA will provide training to all employees involved in the pilot.
4. Data collected will not be used for individual employee performance purposes, and employees will not be held accountable for factors or extenuating circumstances related to this pilot that are beyond the employees' control.
5. Within 30 days of the conclusion of the Pilot, the VBA Mid-Term Bargaining Committee will be provided the analysis of the data, including any recommendations. This information will be shared with labor partners prior to national roll out or expansion of the pilot and all final bargaining obligations will first be met at the national level. The parties agree to comply with Article 47 in this regard.

6. Local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
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

07/26/17

Date