

# MEMORANDUM OF UNDERSTANDING

## Appeal Teams Transition - Phase II

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 the Appeal Teams Transition - Phase II.

1. Every employee affected by this transition will be provided notice of the change. Affected employees will be provided information on specific positions available to them due to this transition.
2. Employees who are reassigned to other positions within the Regional Office will be provided training and will be given a 90-day acclimation period.
3. No employee will lose their job due to this transition/reorganization.
4. Employees will remain a member of the local bargaining unit they were assigned to prior to the transition/reorganization.
5. The AFGE union will be advised of the affected employees prior to implementation. The local union will be invited to all meetings with employees concerning this transition.
6. Consistent with the procedures set forth in the Master Agreement, local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
7. Management will not hold employees accountable for factors extenuating-circumstances that affect performance and are beyond the employees' control.
8. After implementation, if either party is made aware of issues that may 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 to the extent required by statute.
9. Management shall provide a copy of this MOU to the local president and/or designee at each location within (10) ten days of the date this MOU is signed.

*Kevin D. Nelson*

Kevin D. Nelson  
For the Agency

Paul H. Fleming  
For AFGE/NVAC

05/05/2021

Date