

# MEMORANDUM OF UNDERSTANDING

## VSR Competency Model Proficiency Level Survey

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 VSR Competency Model Proficiency Level Survey.

1. Employees will be on deductible time while taking this survey.
2. 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 the statute.
3. Management shall provide a copy of this MOU to the local president and/or designee at each AFGE local 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

06/28/2021

Date