

MEMORANDUM OF UNDERSTANDING (MOU)

Pension Management Center (PMC) Dependency and Indemnity Compensation (DIC) & Burial Workload Consolidation

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 Pension Management Center (PMC) Dependency and Indemnity Compensation (DIC) & Burial Workload Consolidation.

1. The Dependency and Indemnity Compensation (DIC) & Burial Workload will be consolidated to the Philadelphia PMC. Volunteers will be solicited from qualified employees. If more employees volunteer than is needed, seniority as defined locally will be the deciding factor. If less employees volunteer than needed, the least senior employees as defined locally will be assigned to these duties.
2. Employees who are selected to participate in this program will receive additional training on these types of claims. A copy of the training plan will be provided to the AFGE VBA Midterm Bargaining Committee.
3. Management agrees to jointly monitor with AFGE VBA Midterm Bargaining Committee the effect that consolidating this workload will have on employees at all three PMC sites. Data on performance will be provided monthly.
4. When management propose a change relating to personnel policies, practices, and other conditions of employment at the PMC, for which there is a bargaining obligation, they will notify the AFGE VBA Mid Term Bargaining Team in accordance with the Master Agreement.
5. Consistent with the procedures set forth in the Master Agreement, local bargaining shall take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policies and agreements.
6. Management will not hold employees accountable for factors or extenuating circumstances that affect performance and are beyond the employees' control.
7. 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.

8. 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

Date