

*U.S. Department of Veterans Affairs*  
*Veterans Benefits Administration*

*VBA - AFGE Memorandum of Understanding*

**Loan Specialist (Realty), GS--9 - Test Phase**

The following constitutes an agreement between the Department of Veterans Affairs (VBA) And the American Federation of Government Employees, AFL-CIO, National VA Council #53 (NVAC). The subject of this agreement addresses the proposed (LS) Loan Specialist-Realty-GS-9 performance standards during the test phase. The current standards will remain in effect until superseded by the new standards.

1. This MOU is only for the purpose of testing the proposed LS performance standards at the Regional Loan Centers (RLC). AFGE reserves the right to bargain appropriate arrangements before VBA officially implements the LS standards nationwide.
2. The test will last for ninety days (90) in order to have sufficient data to adequately evaluate the validity of the proposed standards.
3. Performance data and narrative reports will be collected during the testing period and copies forwarded to the LS team to be analyzed to determine the validity of their assumptions and/or to make modifications to the standards as necessary.
4. During the test period, Management will attempt to collect data which will validate sample size for measuring timeliness in draft element 3.
5. Management will develop a reporting worksheet to be used by employees to report their daily accomplishments.
6. The impact of inconsistent structure and procedures between RLC's will be considered when doing analysis of the data.
7. Copies of station performance data will be provided to local presidents at the RLC's.
8. The VBA Mid Term Team will be furnished the results of the test and any suggested changes at the end of the testing

period.

9. Copies of this MOU will be provided to the Local Presidents at the RLC's by the appropriate management official upon receipt at the facility.

/S/ Crystal Wiggins  
For Management  
For AFGE/NVAC

/S/ Alberta Franklin

Date: August 1, 2003

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Reviewed/Updated: August 7, 2003