

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

*VBA - AFGE Memorandum of Understanding*

**VITAL Implementation**

The following constitutes agreement between the Veterans Benefits Administration (VBA) and the American Federation of Government Employees, National VA Council (NVAC). The subject of this agreement is the implementation of the Veterans Issue Tracking Adjudication Log (VITAL).

1. Management and AFGE will negotiate at the local level regarding procedures and appropriate arrangements for employees adversely affected by implementation of the VITAL program.
2. Management will review the performance standards of affected employees and, if warranted, will revise the performance standards, in accordance with the Master Agreement.
3. Employees will receive training necessary to enable them to perform all required duties related to the VITAL Program.
4. The appropriate management official at the facility level will provide a copy of this MOU to the local president upon receipt.

/S/ Veronica Wales  
For VBA  
For NVAC

/S/ Alberta Franklin

Date: March 16, 1999