

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

VBA - AFGE Memorandum of Understanding

C&P Focus Groups

The following constitutes an agreement between the Veterans Administration (VBA) and The American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53(NVAC) regarding the focus group the C&P Service is planning to conduct of VBA employees.

1. The appropriate management official shall provide a copy of this MOU to the National and Local officials at their facility upon receipt of this MOU
2. The local union president will work with the Service Center Manager or Acting Service Center Manager to determine which bargaining unit employees participate in the focus group and how they are selected.
3. Bargaining unit employees who participate in the focus groups will be encouraged to communicate freely and candidly. Management will not engage in any reprisal against any employee for anything stated in a focus group.
4. Performance requirements will be adjusted to compensate for the time bargaining unit employees spend participating in any focus group activity or activity associated with this initiative.
5. Each local president will be invited to have a union representative participate in any focus group. All participants will comply with rules of confidentiality; that is, no attribution of remarks to any of the participants.
6. Local unions shall have the right to bargain further on this subject so long as they do not conflict, interfere with or impair the implementation of this MOU and Master Agreement.
7. The AFGE/NVAC VBA Mid-Term Bargaining group will be provided copies of any reports prepared by the C&P service for each individual station represented by AFGE and copies of any consolidated reports prepared by the C&P service for the focus groups at all three stations.
8. Each local President will receive a copy of any reports

prepared by the C&P service for their individual station

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/S/ Jennifer Long
For the Department
For the NVAC

/S/ Alberta Franklin

Date: 9/11/00

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