

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

*VBA - AFGE Memorandum of Understanding*

**Implementation of specialized teams (e.g., teams similar to Triage, Pre-Determination, Rating, Post-Determination, Appeals, and Public Contact) at any field office**

The following constitutes agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO, National VA Counsel #53 (NVAC). The subject of this agreement is the Implementation of any field office that set up similar specialized teams as those of the pilot program for Triage, Pre-Determination, Rating, Post-Determination, Appeals, and Public Contact Teams.

1. Should employees be in a career ladder promotion status, time spent involved in the specialized teams will count toward meeting any time-in-grade requirements for their next promotional consideration.
2. Employees' performance under the existing National Journey-level RVSR Performance Plan and the National Journey-level VSR Performance Plan (to be implemented shortly) will be closely monitored to assure the plans accurately and fairly measure performance in each of the specialized teams. Modifications to the performance plans, if necessary, will be made accordingly.
3. Employees that are on a career ladder will receive the necessary training to complete the full grade potential.
4. Local level negotiations on this subject cannot conflict with, interfere or impair the implementation of this MOU and the Master Agreement.
5. Management will notify and consult as appropriate with local union officials about the procedures used to assign employees to the individual specialized teams.
6. This MOU will expire upon completion of any national level bargaining regarding nationwide implementation of the Claims Processing Task Force.

7. Management will furnish copies of this MOU to the appropriate union official.

/S/ Crystal Wiggins  
For VBA  
AFGE NVAC

/S/ Alberta Franklin

Date: April 4, 2002

---

[VA Home Page](#) / [Search](#) / [Site Map](#) / [Facilities Locator](#) / [Disclaimer](#)  
[Privacy & Security Statement](#) / [Freedom of Information Act](#) / [Contact the VA](#)

Reviewed/Updated: April 22, 2002