

U.S. Department of Veterans Affairs
Veterans Benefits Administration

VBA - AFGE Memorandum of Understanding

Implementation of VBA Regional Office Pilot Program for Triage, Pre-Determination, Rating, Post-Determination, Appeals, and Public Contact Teams

[Ed. note: This applies to Roanoke, San Diego, Reno, and Milwaukee VAROs]

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 the VBA Regional Office 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 pilot 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. AFGE VBA Midterm Committee will get results of the pilot and given a chance to bargain on appropriate arrangements prior to National implementation.
4. Employees that are on a career ladder will receive the necessary training to complete the full grade potential.
5. Local level negotiations on this subject cannot conflict with, interfere or impair the implementation of this MOU and the Master Agreement.
6. Management will notify and consult as appropriate with local union officials about the procedures used to assign employees to the individual specialized teams
7. Management will furnish copies of this MOU to the appropriate

union official.

/S/ Crystal Wiggins

For VBA

February 20, 2002

AFGE NVAC

February 21, 2002

/S/ Alberta Franklin

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