

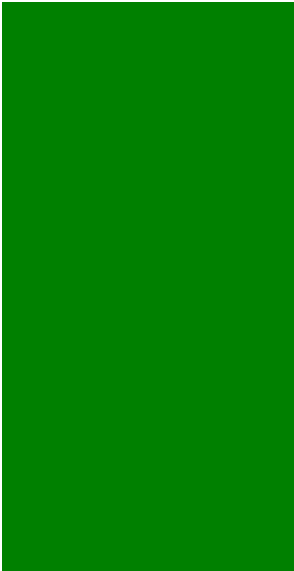
U.S. Department of Veterans Affairs
Veterans Benefits Administration

VBA - AFGE Memorandum of Understanding

Help Teams

The following constitutes agreement between Veterans Benefits Administration (VBA) and the AFGE National VA Council (NVAC) regarding the selection of Help Team participants.

1. Area Directors will determine (a) facilities to receive a Help Team and (b) the number of participants from each station. Facilities may not be asked to provide members for a Help Team if workload restricts availability of personnel.
2. VBA will provide employees at participating stations an opportunity to apply for Help Team membership. Notices regarding the establishment of a Help Team will be sent through email, written copies, etc. The notice will contain information (location, purpose, duration, dates, written copies, etc. The notice will contain information (location, purpose, duration, dates, desired skill sets, etc.) allowing employees to fully understand the temporary assignment.
3. Participation on Help teams is voluntary and will not negatively impact on employees or their performance evaluation.
4. Help Teams will be made up from a list of volunteers. The Help Team members will be selected on the basis of those having the required skill sets as well as a proven record of high quality, high productivity and strong team skills necessary to ensure a positive return on the travel investment. Each station in partnership or in collective bargaining will be responsible for creating a process by which bargaining unit members will be selected.
5. Local presidents will be informed of selections for Help Teams and provided a list of bargaining unit applicants at the facility level.
6. Neither Area offices nor facilities receiving Help Teams will request specific employees for a Help Team assignment.
7. Normally, help teams will be made up of volunteers from the same VBA Area before additional members are sought from other areas.



8. Management at the facility level will provide a copy of this MOU to the local president upon receipt. Management shall meet its labor-management obligation at the local level regarding any issue not in contradiction with this agreement and the Master Agreement.

/S/ Melvin Weinstein
For VBA
For NVAC

/S/ Alberta Franklin

Date: May 23, 1997

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