

## **Memorandum of Understanding**

This Memorandum of Understanding (MOU) is entered into between the Veterans Integrated Service Network (VISN) 6 and the American Federation of Government Employees (AFGE), Locals: 446 (Asheville NC), 2198 (Beckley WV), 2328 (Hampton VA), 2145 (Richmond VA), 1738 (Salisbury/Durham/Fayetteville NC), and 1739 (Salem VA); the National Association of Government Employees (NAGE), Local R-4-17, and the United American Nurses (UAN), Local 1 (Durham NC).

The purpose of this MOU is to establish a Partnership agreement reached within the VISN 6 Partnership Council, noted above, with regard to the Leadership Development Initiative (LDI) pilot of the Bright Idea Employee Suggestion Campaign scheduled for implementation in 2009.

The parties have agreed to work through partnership and a collaborative effort at both the facility and VISN level, which will support the design, implementation and evaluation of the pilot program.

The unions will designate up to two consultants from each facility to serve on the LDI project team to assist with any and all issues that impact on bargaining unit employees.

The union will designate one consultant to serve on the VISN level three-member leadership executive panel of the action learning project.

The survey instrument, to include both the survey questions and cover letter or instructions, will be furnished to the unions in sufficient time for compliance with appropriate provisions of local or master agreements.

Union consultants who are serving on committees at the local or VISN level in the development or implementation of the Bright Idea Employee Suggestion Campaign will be considered to be on duty time while performing these duties, and will be afforded the same privileges, including, but not limited to, governmental travel, awards, etc. as all other members. Bargaining unit employees will be considered to be on duty time while completing any surveys or forwarding any suggestions in connection with this Campaign.

It is the goal of the program to have 100% participation. However, participation in the survey program will be voluntary. All bargaining unit employees who submit a suggestion will receive a token for their participation. Additional awards may be available based on the efficacy of the suggestion. The Committees at both the local and VISN level will solicit employee input from all activities within the location covered by the program.

The teams at the facility and VISN level, consisting of both union and management representatives, will jointly participate in all meetings. The teams will keep raw data, tally results, and report all suggestions. These teams will also recommend all suggestion

awards and monitor the implementation of the program. All data, information, and any other materials will be made available to any team member on an equal footing.

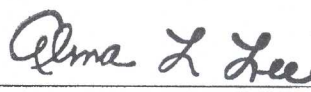
Management will insure pre-decisional involvement of the unions in accordance with the VISN 6 Partnership Agreement. This will occur prior to the implementation of any change or expansion of the Bright Idea Employee Suggestion Campaign that impacts bargaining unit employees.

This MOU, and the Partnership Agreement on which it relies, is subject to the provisions of the Master Agreement between AFGE and the Department of Veterans Affairs, local supplemental agreements between AFGE locals and specific facilities, and any agreement between NAGE and the Department of Veterans Affairs and UAN and the Department of Veterans Affairs.

Attachment: Bright Idea Employee Suggestion Campaign



Daniel F. Hoffmann, BACHE  
VISN 6 Network Director



Alma L. Lee, President  
NVAC/AFGE