

MEMORANDUM OF UNDERSTANDING (MOU)

**Classification Quality Review Program (CQRP)
Employee Occupational Review Questionnaire**

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees (AFGE), AFL-CIO National Veterans Affairs Council (NVAC) #53, (Union) regarding the Classification Quality Review Program (CQRP) Employee Occupational Review Questionnaire.

1. Employees with a production-type element in their performance plan will be on excluded time while completing this questionnaire.
2. Employees will be provided a point of contact for assistance if needed while filling out the Employee Occupational Review Questionnaire.
3. After implementation, if either party is made aware of issues that may affect employees, both parties agree to discuss the issues and work to mutually resolve the issues for the employees. If the parties cannot resolve the issue(s) by discussion, the parties will implement the negotiating process to the extent allowed by the statute.
4. Management shall provide a copy of this MOU to the local president or designee at each AFGE local within (10) ten days of the date this MOU is signed.

Jessica R. Minnich
For the Agency

Paul H. Fleming
For AFGE/NVAC

September 19, 2023

Date