

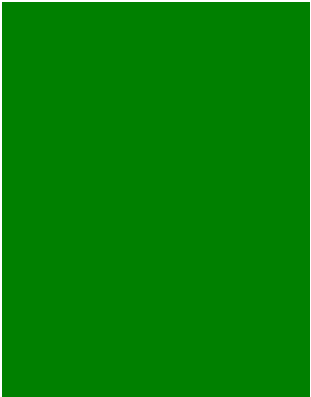
U.S. Department of Veterans Affairs
Veterans Benefits Administration

VBA - AFGE Memorandum of Understanding

DRO Performance Standards Test

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO, National VA Council #53 (NVAC). The subject of the agreement addresses DRO performance standards during test phases. Existing DRO performance standards will transcend the test period and are in effect until superseded by new standards. The stations participating in the test phases are Detroit, Ft. Harrison, Milwaukee, Nashville, Seattle, Waco, and Wichita.

1. The test will last for at least 45 days in order to have sufficient data to adequately evaluate the validity of the proposed standards. The data collection and analysis by the DRO team will be at the end of the 45 days. The VBA Mid Term Team will be furnished the results at the end of the testing period. The data collected during the testing period will be forwarded to the DRO Team to determine the validity of their assumptions and make modifications as necessary. Copies of performance data will be provided to local presidents as well.
2. Local union officials will be allowed sufficient time to review all documents concerning the pilot, participate in staff meetings and conference calls concerning the test in order to provide feedback to AFGE Mid Term Bargaining Team. The DROs who are part of the test will be allowed time with local union officials to discuss any concerns they have with the draft performance standards. Time union officials spend in these activities during the test period will be counted as duty time in accordance with Article 45, Section 6A of the Master Agreement.
3. A copy of this MOU shall be provided to the local union presidents by the appropriate management official upon receipt at the facility.
4. Any agreements negotiated at the local level cannot conflict with, interfere or impede this MOU or the Master Agreement.
5. This MOU is only for the purpose of testing the proposed DRO performance standards. AFGE reserves the right to bargain appropriate arrangements before VBA implements the DRO standards nationwide.
6. If an office implements the CPI model while they participate in the test, the DRO Team will assess the impact of that implementation on the success of the test.



/S/ Jennifer Long
For Crystal Wiggins
For Management
For AFGE

/S/ Alberta Franklin

Date: August 27, 2002

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