

Memorandum of Understanding

Socioeconomic Goals Performance Elements

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 is national implementation of performance elements that will be incorporated into the performance standards of employees with the following job responsibilities:

Task Order Project Managers

VR&E Warranted Employees

Contracting Officers Technical Representatives

Purchase Card Holders

1. Local Management will provide the local Union with a list of names of bargaining unit employees who currently occupy affected positions within a reasonable time after the signing of this MOU. Thereafter, Local Management will provide notice to employees with a copy to the local union when Socioeconomic Performance Standards are either added or removed from employee's performance plans.
2. Employees will be advised of and given access to material that is currently listed on the VBA Purchase Card Web Site, such as, Handbook 4080 (10/28/05), VA Directive 4080 (2/11/04), VALOCITI Web Site, JWOD Handbook, (4th Edition, 2000) and GSAAdvantage Web Site.
3. This MOU is intended to fully cover the impact and implementation of the referenced performance elements that will be incorporated into employees performance standards at all affected facilities and to minimize the need for local negotiations. However, unique local issues, including mitigating circumstances and issues outside employees' control are appropriate items to be considered by management and labor at the local level. Any such local negotiations will not affect the October 1, 2006 implementation date.
4. The parties further agree to implement the Socioeconomic Goals Performance Elements in accordance with Article 26 and other applicable provisions of the Master Collective Bargaining Agreement.

5. Management will provide a copy of this agreement to the Local upon receipt.

/s/
William Carson

for Management

/s/
Alberta Franklin

for the Union

October 19, 2006

Date