

*U.S. Department of Veterans Affairs*  
*Veterans Benefits Administration*

*VBA - AFGE Memorandum of Understanding*

**SIPA Beta Test Evaluation**

The following constitutes agreement between the Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO National VA Council # 53 (NVAC). The subject of this agreement is the Systematic Individual Performance (SIPA) Beta Test Evaluation for the Rating Veterans Service Representative (RVSR) position. The two test sites will be Pittsburgh and Wichita.

1. The purpose of the Beta Test is to document successes and barriers to success so that lessons learned from the test can be applied to national implementation. The sites will use the SIPA Beta Test Evaluation Plan dated May 3, 2001, as guidelines for the test.
2. The Beta Test will be conducted for a minimum of six months beginning September 1, 2001.
3. Management will provide the NVAC Mid Term Bargaining Team and the Local Presidents all statistical data concerning employee quality under this initiative.
4. During the test period, employees' performance will continue to be measured under existing standards in place at their individual facility.
5. The cases selected should be randomly selected from the entire body of work completed during the previous month.
6. Local management will assure that persons conducting SIPA reviews of bargaining unit employees' work will be technically qualified to make such evaluations. SIPA reviewers will receive the necessary training in the SIPA evaluation process prior to reviewing employees' work.
7. Management at the local level is encouraged to select SIPA reviewers through the Merit Promotion process.
8. Management will fully inform bargaining unit employees about the SIPA evaluation process including the case selection process and the appeal process prior to

implementation of the test.

9. Bargaining unit employees will not be negatively impacted solely as a result of this test.
10. Management will provide the NVAC Mid Term Bargaining Team with the results of the test and any recommendations for corrections or implementation.
11. Prior to national roll out of SIPA, the SIPA handbook will be reviewed and amended for concurrence by both AFGE and VBA management.
12. The NVAC Mid Term Bargaining Team reserves the right to bargain the full implementation of SIPA prior to any national roll out.
13. The parties may negotiate locally on this subject provided they do not conflict, interfere with, or impair the implementation of this MOU and the Master Agreement.
14. Appropriate management officials shall provide a copy of this MOU to the Local officials at their facility upon receipt of this MOU.

/S/ Jennifer Long  
For the Department  
For AFGE/NVAC

/S/ Alberta Franklin

Date: August 15, 2001

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