

Transformation Initiative Integration Pilot

The following constitutes agreement between the Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO National VA Council #53 (NVAC) concerning pilot testing of the integration of transformation initiatives at Milwaukee, Wichita and Fort Harrison Regional Offices.

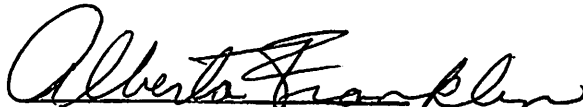
- 1. Management will conduct a pilot of the integration of the Intake Processing Center, Cross Functional Teams, Segmented Lanes, Quality Review Teams, SSRN/SNL, and VBMS transformation initiatives beginning on or about February 14, 2012. Should this pilot exceed one (1) year from the date of implementation, management will notify the AFGE VBA Mid-Term Team and fulfill its bargaining obligations.**
- 2. Management will notify the AFGE VBA Mid-Term Team of all relevant information involving the pilot, which includes but is not limited to, the plan for conducting the pilot, appropriate data to be gathered, and any procedural changes that may be necessary for this implementation prior to the start date at each pilot site.**
- 3. Prior to the start of the pilot, a report showing aggregate station dashboard data, by office, will be provided to the AFGE VBA Mid-Term Bargaining Team. Following initiation of the pilot at the station, quarterly reports containing pre and to-date post- implementation station data will be provided to the AFGE VBA Mid-Term Bargaining Team. Local data will be provided to local presidents. After the pilot has been completed, a consolidated comparison report showing pre and post aggregate station dashboard data and employee production performance data, by office, will be provided within a reasonable period of time to the AFGE VBA Mid-Term Bargaining Team.**
- 4. Local union officials will be invited to attend any conference calls, broadcasts, and meetings where issues concerning the pilots are discussed. When such events are National, the AFGE VBA Mid-Term members will also be invited.**
- 5. All employees affected by this National pilot will be provided an orientation about the effort. This orientation will include an explanation of the information in # 1 above. The Local Union will be informed of the meeting so a representative may attend.**
- 6. During the pilot period, management will take into consideration circumstances beyond the employees' control in compliance with Article 27. Management will consider the impact of employees' participation in the pilot testing in assessing employee performance. The performance standards developed as part of these pilots will be assessed against individual employees' performance, but such assessment under these Pilot Standards will not be used to rate individual**

performance. Employees at the pilot sites will function under the National performance standard for their position. Any performance evaluation / assessments and personnel actions will be based on the national performance standards. Once new transformation initiative performance standards are created and implemented at the pilot sites, management will, on paper only, apply these new performance standards to the performance data to make a determination as to the feasibility of the new transformation initiative performance standards.

7. Management will adhere to Article 47, Section 4.

8. Management will provide a copy of this MOU to the Local Presidents of the affected Regional Offices upon receipt.


For Management


For the NVAC

Date: 2/1/2012