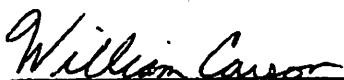


**MEMORANDUM OF UNDERSTANDING  
REVISED NATIONAL PERFORMANCE PLAN  
VOCATIONAL REHABILITATION COUNSELOR'S (VRC) / COUNSELING  
PSYCHOLOGIST'S (CP) NATIONAL PERFORMANCE STANDARDS.**

The following constitutes an agreement between the Department of Veterans Affairs and the American Federation of Government Employees, AFL-CIO, National VA Council #53 regarding the implementation of the new Vocational Rehabilitation Counselor's (VRC) / Counseling Psychologist's (CP) National Performance Standards.

1. Consistent with Performance Appraisal Article of the VA/AFGE Master Agreement (Article 26, Section 2(E)), employees will not receive a performance rating under these national performance standards (referenced above) until the standards have been in place for at least ninety (90) days.
2. Employees on a PIP at the time of implementation of the new standards will continue to be assessed for the duration of their PIP period under the existing (old) performance plan.
3. Management will comply with Performance Appraisal Article (Article 26, Sections 5(B) and 6 (E)) of the VA/AFGE Master Agreement in communicating performance standards to employees.
4. The parties will adhere to Performance Appraisal Article (Article 26, Section 6 (E)) of the VA/AFGE Master Agreement of the Master Agreement in applying these national standards.
5. Management will comply with Performance Appraisal Article (Article 26, Section 8(E)) of the VA/AFGE Master Agreement with respect to issues that are outside of the control of the employee.
6. Management will comply with Performance Appraisal Article (Article 26, Section 8(C) and 8(D)) of the VA/AFGE Master Agreement to allow employees to provide self-assessment.
7. Management will monitor and assess the implementation of the national performance plan. A consolidated production report showing aggregate employee performance data, by office, will be provided to the VBA Midterm Bargaining Team in a timely manner, on a bi-monthly basis for the first six months and then quarterly through the end of the first year. Management will take into consideration comments and concerns raised by the union based on these results.
8. The Agency will fulfill its statutory bargaining obligation prior to implementing any future changes in procedures and requirements related to these performance standards.
9. Employees will be provided notice of all training requirements. Any updates and/or new additions will be timely communicated to the employee.
10. The "National" quality protocols used for performance review will be attached to the performance standards and communicated to the employees.
11. Management will provide a copy of this MOU to their local union president and to each employee affected by these performance standards.

**\*Note: References to specific Article numbers are based on the current VA/AFGE Master Agreement. Should these references and article numbers be changed once the new VA/AFGE Master Agreement is implemented, appropriate pen and ink changes may be made to this MOU to indicate these changes.**

  
For the Department (VA)

1-20-11  
Date

  
For AFGE/NVAC Council #53

1-20-11  
Date