

VBA - AFGE Memorandum of Understanding

Pilot Testing of the PMC Proposed National Performance Standards

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 testing for the proposed PMC VSR performance standards.

1. Management will notify the AFGE Mid-Term team of all pertinent information involving the pilot test, which includes but is not limited to, the plan for conducting the test, appropriate data to be gathered and any procedural changes that may be necessary for this implementation.
2. The parties agree that no adverse or negative action will be taken against an employee as a result of this national pilot testing period.
3. The parties agree that the proposed National PMC performance standards, as presented on January, 16, 2004, will be pilot tested at all three PMCs for at least sixty (60) days in duration beginning on April 12, 2004.
4. After the test phase has been completed, a consolidated report showing aggregate employee performance data, by office, will be provided to the AFGE-NVAC Mid-Term Bargaining Team. Local data will be provided to local presidents. Any unique situations and/or differences in procedures between the three PMCs will be identified and explained.
5. Prior to implementation of the pilot test, all affected employees will be provided an orientation about the proposed National performance standards and the pilot test. This will include an explanation of the information in # 1 above. The Local will be informed of the meeting so a representative may attend.
6. After the test results are analyzed, management will notify AFGE-NVAC Mid-Term Bargaining Team of the final version of the PMC performance standards. Appropriate bargaining on the implementation of the standards will then take place.
7. The appropriate management official at the facility level will provide a copy of this MOU to the Local President upon receipt..

/S/ Crystal D. Wiggins
For Management

/S/ Alberta Franklin
For NVAC

Date: April 9, 2004