

# *VBA - AFGE Memorandum of Understanding*

## **Pilot Testing of TIMS 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 TIMS performance standards.

1. Management will notify the AFGE Mid-Term team of all pertinent information involving the test, which includes but is not limited to, the plan for conducting the test, including appropriate data gathering, the changes that are going to be tested, and the RPO's that will participate in the test.
2. The parties agree that no adverse or negative action will be taken against an employee as a result of a national testing period.
3. The parties agree that the test phase will be at least ninety (90) days in duration.
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.
5. All employees affected by a National pilot test will be provided an orientation about the test. This will include an explanation of the information in # 1 above. This meeting will be conducted prior to the start of national testing. The Local will be informed of the meeting so a representative may attend.
6. Local bargaining at each facility over appropriate issues not otherwise in conflict with this or other national level agreements will be completed prior to implementation of this program at the local facility. After the test results are analyzed, management will notify AFGE-NVAC Mid-Term Bargaining Team of the final version of the TIMS 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 Wiggins  
For Management

/S/ Alberta Franklin  
For NVAC

Date: April 9, 2004