
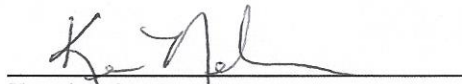


# Spring Surge MOU

The following constitutes an agreement between the Veterans Benefits Administration (VBA) and the American Federation of Government Employees, AFL-CIO National VA Council #53 (NVAC) concerning the Spring Surge beginning February 19, 2014 and ending March 31, 2014.

1. The parties agree that if the Surge is to extend beyond April 1, 2014; and/or turns into a similar initiative, VBA agrees to meet all bargaining obligations prior to making any change(s).
2. The parties agree that those employees detailed from QRT will not be held to the same performance standards for VSRs/RVSRs. Additionally, these employees shall receive any remedial training necessary to perform duties under the VSR/RVSR performance standards. Such training should include, but shall not be limited to VBMS, Virtual VA, Tableau, etc.
3. Beginning April 1, 2014, when quality reviews are resumed, employees will not be called more than once for the same error until such time as the employee has been notified of that error.
4. All PIPs will be temporarily suspended until the QRS employees have been returned to their QRS duties full time. The PIPs will be resumed and extended and data for this time period during February 19, 2014 through April 1, 2014 will not be counted against the employee.
5. Both parties agree that the Surge is being implemented to better serve the Nation's veterans and should have no adverse impact on VBA employees, to include but not limited to their ability to meet performance standards. However, if either party is made aware of issues that do adversely impact employees, both parties agree to discuss these issues and work to mutually resolve them, Should the discussions not result in resolution, the parties will implement the bargaining process.
6. If the Surge utilizes any employee to do work that is not truly reflected in ASPEN choices, then the employee will be authorized to enter non-productive time (NP) time.
7. Employees will not be required to alter their current tour of duty.
8. Locals may request to bargain on procedures and arrangements, in accordance with the Mid-Term Bargaining Article of the AFGE/VA Master Agreement, after the signing of this MOU as long as the changes do not conflict with, or interfere with, or impair the implementation of this MOU and the Master Agreement.
9. Management will provide a copy of the MOU to each local president upon receipt.

  
For the Union

  
For the Agency

04/16/14  
Date