

MEMORANDUM OF UNDERSTANDING

Education Program

Journey-Level ECSS and ELR 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 implementation of the national performance standards for journey-level Education Compliance Survey Specialist (ECSS) GS-10 and journey-level Education Liaison Representative (ELR) GS-11 in the RPO Education Divisions. A journey-level ECSS GS-10 is an employee with 12 months of experience as a GS-10 ECSS. A journey-level ELR has at least 12 months experience as a GS-11 ELR.

1. Local management will advise the local Union of any ECSS or ELR specialization.
2. The ECSS and ELR performance plans will be presented to all affected journey-level Education Compliance Survey Specialist (ECSS) GS-10 and journey-level Education Liaison Representative (ELR) GS-11 in the RPO Education Divisions during a meeting conducted by an appropriate management representative. This can be accomplished in one division meeting or several team meetings. These meetings will take place before the implementation of these new national standards. The Local Union will be invited to attend the meeting(s) in compliance with Article 46, Section 3 of the Master Agreement.
3. No adverse or punitive actions will be taken against an employee based on these standards for the first 90 days after they are implemented. Employees on a PAP or PIP at the time of the implementation of the new standards will continue to be assessed for the duration of their PAP/PIP period under the existing performance plan.
4. Post-approval for deductible time may be considered in those circumstances when pre-approval cannot be obtained.
5. Stations wanting to establish local standards that exceed the minimum national performance floors are encouraged to use objective criteria and data consistent with Article 26, Sections 2 and 3 of the Master Agreement.
6. Mitigating circumstances and any issues outside the control of the employee will be considered regarding the new ECSS and ELR performance standards.
7. Management will monitor and assess the implementation of this new national ECSS and ELR performance plan and make adjustments where necessary.

After three months and then quarterly through the end of the first year, a consolidated production report showing aggregate employee performance data delineated monthly (where appropriate) by office will be provided to the mid term bargaining team.

8. The parties may negotiate locally on this subject provided it does not conflict, interfere with, or impair the implementation of this MOU and the Master Agreement. Management will provide a copy of this agreement to the Local upon receipt.

/s/
William Carson

For Management

/s/
Alberta Franklin

For NVAC

June 28 , 2005
Date