

Memorandum of Understanding

VRC/CP Performance Standards

The following constitutes an agreement between the Department of Veterans Affairs and the National Federation of Federal Employees, Council of Veterans Administration Locals, concerning the implementation of the National Performance Standards (VR&E) for the Vocational Rehabilitation Counselor (VRC) and the Counseling Psychologist (CP).

1. The Agency agrees to review the above performance standards with the union within twelve (12) months of the date of implementation in order to assess how these new national standards are working.
2. 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 Performance Assistance Plan (PAP) or a Performance Improvement Plan (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.
3. Upon request, Supervisors will designate a time to meet with employees and explain aspects of the new national performance standards for the VRC/CP.
4. Mitigating circumstances and any issues outside the control of the employee will be considered when an employee does not meet the requirements of the new national performance standards.
5. Rating officials will retain documentation for assigned ratings for not less than one performance cycle.

/S/

William Carson

For VBA Management
William Carson

/S/

Robert Redding

For NFFE – IAM VA
Robert Redding

June 14, 2005

Date