

*U.S. Department of Veterans Affairs*  
*Veterans Benefits Administration*

*VBA - AFGE Memorandum of Understanding*

**Rewards and Recognition Initiative**

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 the Rewards and Recognition Initiative.

1. The VBA Employee Rewards and Recognition initiative will be implemented in the first quarter of fiscal year, 2001. This new awards program includes all Regional Offices.
2. The NVAC Mid-Term Bargaining Team will be provided with a copy of the quarterly award pay outs for each SDN at the time the pay out of award money is made from CO.
3. The NVAC Mid-Term Bargaining Team will be provided a copy of each SDN's distribution methodology prior to each quarterly pay out.
4. Should the SDN decide that employees in a particular business line at an RO are eligible for incentive awards, the support employees for that business line will also be considered. All support employees, not covered by the Balanced Scorecard, will be considered in the local distribution policy.
5. Regardless of the SDN process, local award panels will continue to operate in accordance with the provision of the Master Agreement or as negotiated locally.
6. Local management will provide the local with a copy of the quarterly award pay outs for their SDN at the time of the pay out of award money from CO.
7. Local management within the SDN will provide the local a copy of the SDN distribution methodology prior to each quarterly pay out.
8. Management will conduct all employee meetings or otherwise explain this new Rewards and Recognition program within 60 days from the signing of this agreement.
9. When the Labor Management relationship is defined at the SDN level, this agreement may, at the option of either party, be reopened to address, among other issues, the SDN distribution methodology.
10. In order to ensure a fair and equitable rewards and recognition program for all BUEs, VBA will continue to develop equivalent appropriate scorecard measures for all elements under the

jurisdiction of the Deputy Under Secretary for Management.

11. VBA will work with General Counsel to explore ways for Insurance to participate in the Rewards and Recognition Program consistent with Trust Fund considerations.

12. The NVAC and Local Unions shall have the right to bargain further on this subject so long as they do not conflict, interfere with or impair the implementation of this MOU and the Master Agreement.

13. A copy of this agreement will be provided to each local and National Officers at their facility.

/S/ Jennifer Long  
For Management  
For the NVAC

/S/ Alberta Franklin

Date: November 20, 2000

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Reviewed/Updated: February 15, 2002