

# *VBA - AFGE Memorandum of Understanding*

## **Pilot Testing of VSR 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 pilot testing of VSR Performance Standards at VA regional offices in Togus, Huntington, San Diego, Providence, and St. Petersburg.

1. Management will conduct a second test of the proposed VSR National Performance Standards for sixty (60) days beginning no earlier than June 1, 2004, (pay period 11). 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, appropriate data to be gathered, and any procedural changes that may be necessary for this implementation.
2. The performance of employees participating in the test will not be evaluated against the revised VSR test standards. During the test period, affected employees will continue to be evaluated on their current performance standards. Any changes in condition of employment that are attributable to the test process will be taken into consideration so employees that are involved in the test will not be unduly and adversely impacted.
3. 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.
4. Local union officials will be invited to attend any conference calls, broadcasts, and meetings where issues concerning the testing are discussed.
5. All employees affected by a National pilot test will be provided an orientation about the test. This orientation will include an explanation of the information in # 1 above. The Local will be informed of the meeting so a representative may attend.
6. Management will provide to the AFGE representative on the workgroup a copy of the OFO reports that are generated in accordance with the VSR Test Report users Guide.
7. The appropriate management official at the facility level will provide a copy of this MOU to the Local President upon receipt.

/S/ Crystal D. Wiggins  
For Management

/S/ Alberta Franklin  
For NVAC

Date: May 27, 2004