

## Memorandum of Understanding


The following constitutes an Agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) on the implementation of the 5-Level Performance Plans and the ending date for the current Pass-Fail Performance Plans in the Department.

1. The National Parties agree this MOU shall affect Title 5 Non-Professional and Title 5 Professional and Title 38 Hybrid employees.
2. The National Parties shall each sign and date four copies of Article 26 Performance Appraisal that is binding on the parties, making it the document that shall stand of record of the agreement reached on July 26, 2005. A signed copy of Article 26 is attached to this MOU.
3. The National Parties agree the ending date for AFGE bargaining unit employees under the current Pass-Fail performance plans shall be February 28, 2006.
4. The National Parties agree the implementation date for AFGE bargaining unit employees on the new 5-Level performance plans shall be March 1, 2006.
5. AFGE bargaining unit employees shall be rated under the new 5-level performance plans for the period March 1 through September 30, 2006. All subsequent cycles will be on an October 1 through September 30 basis or other dates agreed to by the National Parties.
6. The performance plan of any and all AFGE bargaining unit employee(s) with a signed a 5-level performance plan who have executed their performance plan prior to the agreed implementation date shall be resigned to reflect date agreed to by the National Parties.
7. Upon receipt by local Management, a copy of this MOU and a copy of Article 26, with signatures of the National Parties, shall be provided to the AFGE Local President.
8. This MOU, together with the Article 26 – Performance Appraisal agreement that is in effect (collectively referred to as “the 5-level Agreement), represents the binding agreement of the national parties on the 5-level performance appraisal system. Further bargaining on the 5-level system or its implementation is not permitted unless provided by Article 26, the Master Agreement, or as required by changes to existing regulation, policies, laws in accordance with Article 2 – Governing Laws and Regulations of the Master Agreement.

9. Local parties shall not be permitted to negotiate further on the substance, implementation or impact of the 5-level performance system or on the close-out of the pass-fail performance plans.

10. This MOU is effective when signed by the National Parties to this agreement.

  
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For the Department of Veterans Affairs

  
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For National VA Council #53

2-1-06  
Date

2-1-06  
Date