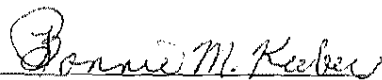


## Memorandum Of Understanding

The following constitutes an Agreement between the Department of Veterans Affairs, (VA) and the American Federation of Government Employee, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning the Department's change in Physicians/Dentist Proficiency Rating Period.

1. The parties agree that the change will affect the time frames of the rating cycle of physicians and dentists and will not affect any other aspect of their conditions of employment.
2. The rating period will begin October 1, through September 30, congruent with the Fiscal year.
3. The purpose of the change to a fiscal year cycle is to synchronize VHA's proficiency report program with the Performance Pay element of the physician and dentist pay system, thereby allowing for a more meaningful and consistent performance evaluation process.
4. Communication regarding the change in rating period will be through meetings or in writing, or both. If meetings are held, the meetings will allow an opportunity for question and answer sessions.
5. If meetings are held for the purpose of notification to bargaining unit employees, the local union will be notified and given the opportunity to be present at any meeting between management and bargaining unit employees.
6. A standard memorandum will be submitted to the Medical Center Directors and/or local Human Resources offices that can be used to notify physician and dentists of the referenced change.
7. The Department will provide the NVAC with a copy of the report submitted to Congress that is required by 38 U.S.C. § 7433(b). A copy of each report will be provided to NVAC on an annual basis at the time it is provided to Congress.
8. The appropriate management official shall provide a copy of this MOU to the Local Union President upon their receipt.

  
For the Department

5-30-07  
Date

  
For National VA Council #53

6-10-07  
Date