

MEMORANDUM OF UNDERSTANDING

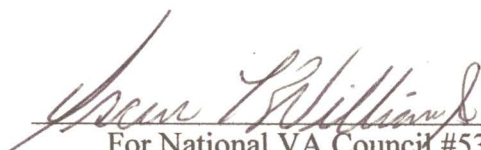
The following constitutes an Agreement between the Department of Veterans Affairs, (VA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning VA implementation of Socioeconomic Goals in Performance Plans.

1. The Department agrees to provide to all bargaining unit employees with purchase cards the appropriate training on the requirement of the socioeconomic goals prior to making purchases.
2. The Department reserves the right to incorporate socioeconomic goals into the performance plans of bargaining unit employees who have purchase cards with a limit in excess of \$2,500 or those who are required by their job-related duties to authorize or administer or influence purchases in excess of \$2,500.
3. If the bargaining unit employee suspects that there is some problem with the web site or that their research has otherwise indicated a problem with the results of market research, the employee may contact the appropriate management purchase card official.
4. In accordance with revised VA/AFGE Article 26 Performance Appraisal (dated January 29, 2006), Section 5E, the union shall be given no less than 15 calendar days notice when management changes, adds to or establishes new elements and performance standards.
5. Employees shall be informed how frequently they have to review an appropriate web site such as "VetBiz Vendor Information Pages" or "NAICS Association" or a Dynamic Small Business Search to comply with the requirement of ensuring that appropriate market research be performed before purchasing or authorizing or administering or influencing or similarly being involved in a purchase.
6. The appropriate management official shall provide a copy of this MOU to the Local Union President upon their receipt.



For Department Veterans Affairs (VA)

10/24/06
Date



For National VA Council #53

10-6-06
Date