

Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the American Federation of Government Employees (AFGE), (AFL-CIO) National Veterans Affairs Council #53 (NVAC) on the VA Handbook 5005, Staffing, Part II & Part III.

1. Training and education will be available to bargaining unit employees and AFGE representatives on the changes to the appointment and promotion process.
2. Any training regarding VA Handbook 5005, Staffing Part II and Part III will be on duty time.
3. Upon request, the AFGE Local at the facility will be provided an annual notice of bargaining employees appointed to facility Probationary Review Boards (PRBs).
4. The local Union may submit names of candidates for the Probationary Review Boards for BUEs. The Department will give consideration to appointing candidate recommendations recommended by the Union.
5. Upon request, local management will provide the local union with an annual report identifying the number of bargaining unit employees, by occupation, whom the Probationary Review Boards recommended for referral to a Summary Review Board.
6. The Union may receive, upon request, information used to determine the Grade, Step, Salary, and Education of individual bargaining unit employee, by name, upon their initial appointment.
7. Management shall provide the local Union with reconsiderations granted for promotion upon request.
8. Reconsiderations will be processed in a timely manner, in accordance with VA Handbook 5005.
9. Subject matter experts will be selected in accordance with VA Handbook 5005.
10. Bargaining Unit employees utilized as SMEs or Board members will be on duty time.
11. Management will provide the Union notice when a bargaining unit Graduate Nurse Technician is granted an extension beyond the 120-day period for failure to qualify for registration, extensions shall be granted in accordance with VA Handbook 5005.
12. Management at Local Facilities will provide the Union President a copy of this MOU within 10 days of receipt.
13. Local facilities shall meet bargaining obligations concerning the changes to VA Handbook 5005, Staffing, Part II & Part III, in accordance with Article 47, Section 4.

14. This MOU may be reopened in 3 years by either party with 60-day notice provided by the opening party, expires at the issuance of a successor MOU related to VA Handbook 5005, Part II & Part III, or the termination of, or replacement of VA Handbook 5005, Part II & Part III.

11/7/2023

X Bruce Oliver

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Signed by: IAN OLIVER

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X Barbara Casanova

Barbara Whitson-Casonova
Chair, Title 38 Committee, AFGE NVAC #53
Signed by: people