

MEMORANDUM OF UNDERSTANDING

The following agreement is between the Department of Veterans Affairs (VA), (Employer) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) regarding revision to VA Handbook 5013 Part I, Performance Management Systems.

1. Performance ratings will be in accordance with Article 24 of the Master Agreement.
2. Although this Handbook has no formal training requirements, should the need for training arise, the Department agrees to follow Section 2 of Article 36 of the VA/NFFE Master Collective Bargaining Agreement.
3. When the Employer is notified of an employee's concern relative to assigned workload, the Employer will consider employee input relative to workload, equitable assignments of work in accordance with Master Agreement Article 12, Section 4.
4. Employees dissatisfied with their annual rating of record may discuss their rating with the rating official and/or approving official. If the rating is not changed based on these discussions, Bargaining Unit Employees have the right to grieve their annual rating of record, consistent with the master agreement.
5. This MOU does not prevent the Department from making future changes to VA Handbook 5013. If the Agency implements changes to VA Handbook, 5013, that impact working conditions that is more than de minimis, the agency will meet its labor obligations.
6. If either party is made aware of issues related to conditions of employment that may affect employees after this MOU is signed, both parties agree to discuss and work to mutually resolve the issues for the affected employees.
7. This MOU may be reopened in 3 years by either party, expires at the issuance of a successor MOU related to VA Handbook 5013, Part I, or the termination of, or replacement of VA Handbook 5013, Part I.
8. Copies of this MOU will be distributed to management and the NFFE local president/or designee at each NFFE local within (10) ten days of the date this MOU is signed. This MOU will be posted on VA LMR website.

7/6/2023

7/7/2023

X Bruce Oliver

Bruce Oliver
Labor Relations Specialist, Dept. of Veteran ...
Signed by: people

X Jeffrey Shapiro

Jeffrey Shapiro
President, NFFE-IAM, DVA Council
Signed by: Jeffrey J. Shapiro 535490