

**MEMORANDUM OF UNDERSTANDING
(MOU)**

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the National Association of Government Employees (NAGE/SEIU) concerning VA Handbook 5013 Performance Management Systems.

1. When an employee has not been on their performance plan for the minimum appraisal period of 90 calendar days by the end of the appraisal period, the supervisor will consider any Summary Ratings, if prepared, and take them into consideration prior to making a decision to extend the employee's appraisal period.
2. Consistent with Article 22 Section 5C employees have 10 working days at the conclusion of the appraisal period to provide a self-assessment to their supervisor.
3. 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.
4. This MOU will conform with current laws, rules, regulations, the Master Agreement, Supplemental Agreements, and VA Policies (National, VISN, and Local).
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 are more than de minimis, the agency will meet its labor obligations.
6. NAGE National Officials and Local Union Presidents shall be provided a copy of this MOU within 10 days of signing this agreement.
7. A signed copy of this MOU shall be posted on the Office of Labor Management Relations Website within 10 Calendar days of signing this agreement.

7/19/2023

X Bruce Oliver

Bruce Oliver
Labor Relations, Dept. of Veterans Affairs
Signed by: Ian B. Oliver 190721

X 

Mark D. Bailey, Sr.
NAGE National Department