

VA National Partnership Agreement

The Department of Veterans Affairs (VA), American Federation of Government Employees (AFGE), National Federation of Federal Employees (NFFE), Service Employees International Union (SEIU), National Association of Government Employees (NAGE) and the National Nurses Organizing Committee/National Nurses United (NNOC/NNU) enter into this partnership agreement in the spirit of cooperative labor-management relations.

PURPOSE

The purpose of the VA National Partnership Council (NPC) is to advise the Secretary or other VA leaders on VA initiatives which impact bargaining unit employees and to promote cooperative labor-management relations. The NPC will foster cooperative labor-management relations that will result in improved services to Veterans and a positive workplace environment for employees.

OBJECTIVES

To achieve this purpose, the partners agree to the following objectives:

1. Support and promote labor-management relations by allowing union representatives to have pre-decisional involvement in workplace matters affecting bargaining unit employees, without regard to whether those matters are negotiable subjects of bargaining under 5 U.S.C. § 7106. Management should discuss workplace challenges and problems with labor and endeavor to develop solutions jointly.
2. Provide advice and recommendations on policies, programs and initiatives which affect bargaining unit employees and customer services.
3. Promote functional, cooperative labor-management relations including labor-management forums and/or partnerships, at the national, intermediate and local levels.
4. Advocate a full and respectful exchange of views and sharing of information between labor and management.
5. Support the use of all forms of alternative dispute resolution techniques as appropriate.
6. Facilitate, promote and recommend cooperative labor-management relations training.
7. Provide for the evaluation of the effectiveness of the NPC as measured through the Strategic Plan metrics.

STRUCTURE/OPERATION

The NPC will be comprised of representatives from the following organizations:

Management

Labor Management Relations
Office of General Counsel
National Cemetery Administration
Veterans Health Administration
Veterans Benefits Administration
Office of Information & Technology
Veterans Canteen Service

Union

AFGE
NNOC/NNU
NAGE
NFFE
SEIU

There will be 4 members from AFGE, 2 members from each of the other unions (total 12) and 12 management members.

The Council will have two Co-Chairpersons representing labor and management, respectively. Management and labor will each select their Chairperson every 2 years. Either party may also designate an alternate.

By mutual consent of the Co-Chairpersons, subject matter experts may join meetings and participate as appropriate.

Meetings will be held quarterly. Co-Chairpersons may call additional meetings as necessary.

If a member is not able to attend or participate in a meeting, their team may designate someone to represent them at the meeting. That designee shall be empowered to make decisions on behalf of the member.

The NPC may establish committees, task forces or work groups as appropriate to carry out work of the NPC. Union representatives serving on such groups will be on Official Time.

VA will be responsible for all NPC members' travel and per diem expenses and other costs associated with NPC operations.

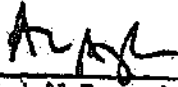
All NPC management official members will be in a duty status while participating in the NPC business. VA employees who are union officials will be on Official Time.

NPC decisions will be made using a consensus approach.

COMMITMENT

This agreement is a commitment by the partners to make the best efforts to ensure that cooperative labor-management relations are maintained in the interests of the bargaining unit employees and the Veterans we serve.

Signatures



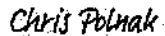
Denis McDonough
Secretary
Department of Veterans Affairs



Alma L. Lee (Co-Chair)
President
AFGE NVAC



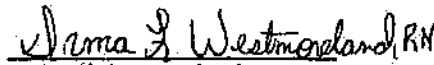
Denise Biaggi-Ayer (Co-Chair)
Executive Director
Labor Management Relations



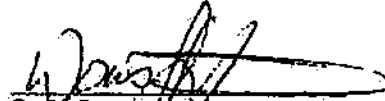
Christine Polnak
Divisional President
SEIU Local 200 United



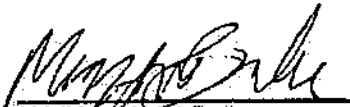
David Palmer
Business Agent
SEIU Local 200 United



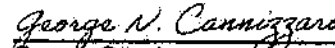
Irma L. Westmoreland
Chair
NNOC NNJ-VA




Doris Gruntyr
Chief Counsel, Personnel Law Group
Office of General Counsel





MJ (Mary Jean) Burke
First Executive Vice President
AFGE NVAC

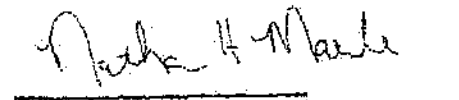



George N. Cannizzaro
Deputy Director, Cemetery Operations
National Cemetery Administration


William Warnore
Executive Vice President
AFGE NVAC


Terri Beer
Director, Office of Workforce Relations
National Cemetery Administration



Mark Bailey
Federal Deputy Director
NAGE



Nathan Meznar
Acting Chief Consultant
Office of the Deputy Under Secretary for Health
Veterans Health Administration


Claudia Moore
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Jerron Zevvati
Labor Relations Consultant
Workforce Management and Consulting
Veterans Health Administration


Jeffrey Bishop
President
NFFE VA Council

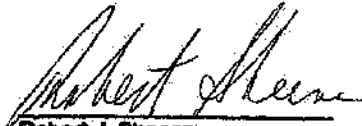

Michael Stephens
Executive Director
Indianapolis Regional Office
Veterans Benefits Administration


Sarah L. Porter
Executive Officer
Human Capital Management
Office of Information & Technology

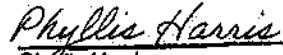

Jyoti Sirota-Markelitz
Executive Director
NNOC NNU-VA


Kevin Mitchell
VA Council Secretary-Treasurer
NFFE

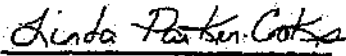
JAMES G LEAHY Digitally signed by JAMES G
LEAHY 480062
Date: 2022.06.28 11:04:31 -0500
James G. Leahy
Executive Director
Veterans Center Service



Robert J. Sheena
Director
Office of Human Capital Services
Veterans Benefits Administration



Phyllis Harris
Supervisory Program Analyst
Office of Information & Technology



Linda Parker-Cooks
President
AFGE Local 0138

July 20, 2022