

VA NATIONAL PARTNERSHIP COUNCIL STRATEGIC PLAN

VA's National Partnership Council (NPC) was established in 1993. The NPC consist of 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/NU).

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

The NPC labor and management partners met to revise the strategic plan and articulate the goals and objectives that define how NPC carries out its advisory functions. The goals and objectives contained in the plan define the NPC's areas of focus and the results that can be expected by the managers and employees who are the NPC's stakeholders. The strategic plan is intended to guide the NPC's activities and to inform stakeholders about the important role the NPC plays in the VA. The action plan defines how the results will be achieved and assessed.

Goals and Objectives

Goal 1:

Support and promote labor-management relations by allowing union representative 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.

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| Objective 1.1 | Define what pre-decisional involvement is and how it works for both Management and Union. |
| Objective 1.2 | Management and Union will discuss issues concerning non-negotiable subjects with the intent of finding resolutions through pre-decisional involvement. |
| Objective 1.3 | When Management is considering a project or shared, identified problem, the union should be invited to participate in that consideration. |

Objective 1.4 The intent of Management is to incorporate Union involvement in all proposed policies and directive.

Goal 2:

Provide advice and recommendations on policies, programs, and initiatives which affect bargaining unit employees and customer services.

Objective 2.1 To improve the Veterans and employee experience by providing input into policies, programs, and initiatives affecting employees and Veterans.

Objective 2.2 For unions to have a continuing ability provide feedback and oversight of policies, programs and initiatives presented to the NPC.

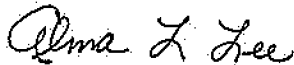
Goal 3:

Promote functional, collaborative labor-management relations including labor-management forums and/or partnerships, at the national, intermediate, and local levels.


Objective 3.1 Have functional and collaborative labor management relations at all levels of VA.

Objective 3.2 Identify best practices and share results.

Objective 3.3 Assist in the implementation of collaborative labor management relations.



Alma L. Lee (Co-Chair)
President, AFGENVAC



Denise Biaggi-Ayer (Co-Chair)
Executive Director, LMR

07/19/2022

Date

7/20/2022

Date