

MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Healthcare Administration (VHA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning "VHA High Performance Development Model Program."

1. The parties agree that the success of the High Performance Development Model (HPDM) is dependent upon the involvement and commitment of both management and labor organizations. All HPDM committees and subcommittees at all levels will have labor representation, to include the six-(6) track model.
2. All employees will be provided an orientation on HPDM.
3. Labor and management agree that participation by employees in HPDM activities is strongly supported and encouraged, as features of the model become integrated into policies and practices. It is important that management officials ensure that all employees are provided sufficient education and training on the components of the HPDM. All training shall be in accordance with Article 34 of the Master Agreement.
4. When management uses a performance-based interviewing panel they will notify the employee in advance, that they have the right to have a union observer, upon the employee's request.
5. The eight core competencies of HPDM shall not be used for performance evaluations, as replacements for or additions to performance standards, or as qualification standards in accordance with Article 10 of the Master Agreement.
6. Local parties may negotiate further on this subject so long as they do not conflict, interfere with or impair the implementation of the Master Agreement and this MOU.
7. Upon receipt of this MOU, the appropriate management official shall provide a copy of this MOU to all local presidents at their facility and/or duty station.
8. All Performance Based Interviewing (PBI) questions will be job-related, reasonably consistent and fair to all candidates. Management shall give a copy of those questions to a designated union representative in time to allow for a discussion on the job relatedness of the questions, if needed. Any needed discussion should be undertaken with the selecting official. If the selecting official is not conducting the interviews, any needed discussion should be undertaken with the interviewer.

9. When management plans to use PBI, a statement to that effect will be included on the job announcement. In addition, the announcement will include web sites on PBI that employees may refer to in order to prepare for the interview. The servicing HR office will provide employees with printed reference materials on PBI upon their request.
10. The Union reserves its right to address issues related to HPDM as they occur, by sending written notice stating the issues to the appropriate management official. The parties at the appropriate level shall normally meet within two weeks to discuss the issues


For Veterans Health Administration (VA)


For National VA Council #53

9/5/02
Date