

SETTLEMENT AGREEMENT
BETWEEN
THE DEPARTMENT OF VETERANS AFFAIRS
AND
AFGE 910

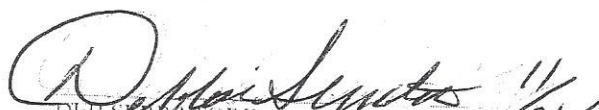
On September 28, 2011 parties met to discuss the Step 3 grievance pertaining to late proficiencies. AFGE Local 910, President, Linda McEwen; Chief Steward Rickey Vest, designated Step 3 management official Deb Serratore and HR Specialists, Valarie McDowell, and Bradley Shee were present at the meeting. In an effort to resolve this grievance, parties agreed to the following:

- In accordance with VA Handbook 5013, a Proficiency rating must be completed and provided to employees no later than 60 calendar days after the rating cycle. Therefore, a proficiency will not be not considered late provided it is at the board to be reviewed within the 60 days of the due date of the proficiency.
- Parties have agreed that employees will be encouraged to submit a self-assessment, however if they fail to submit a self-assessment prior to the end of the rating period, the Nurse Manager may complete the proficiency rating without giving consideration to the input of the employee's self-assessment.
- Management agrees to conduct a review of the proficiencies from January 2010 through December 2011 to identify nurses promoted beyond their annual due date. Any nurse outside of the 60 days as defined above will be made whole.
- Parties agree that when making employee whole in accordance with Article 59 (F.), the effective date will go back to the first pay period after the 60th day.
- Parties agree that the re-consideration process is approximately 30 days. Therefore, nurses who are promoted as a result of the re-consideration process, will be promoted 60 days from the proficiency due date.
- Beginning with October 1, 2011, Human Resources will notate the Board Action for any late promotions. The notation will state:

"This employee's proficiency was unduly delayed without good cause. Therefore, this will serve as documentation for the NPSB action to make the nurse whole in accordance with Article 59, Paragraph F of the Master Agreement between the Department of Veterans Affairs and the American Federation of Government Employees (AFGE). Accordingly, his/her promotion date will be corrected to ()."

This settlement shall not interfere or override any language or intent of Article 59 of the master agreement. The above constitutes full and complete settlement of the grievance.


LINDA MCEWEN
President AFGE Local 910
DATE 11/21/11


DEB SERRATORE
Management Official
DATE 11/21/11