

Shared Values Statement

“The Department and the Union agree that a constructive and cooperative working relationship between labor and management is essential to achieving the Department’s mission and to ensuring a quality work environment for all employees. Therefore, the parties agree to work together using partnership principles, Labor-Management Forums, and the Master Agreement to identify problems, craft solutions, enhance productivity, and deliver the best quality of service to the nation’s veterans.”


Master Agreement Preamble

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**Duration of Agreement
Sections 1 and 2**

- Effective date: March 15, 2011
- Will remain in effect for three years
- Automatic yearly renewal unless either party gives intention of renegotiation no less than 60 and no more than 120 days prior to termination date


Duration of Agreement, Sections 1 and 2



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Article 1 – Recognition and Coverage

- The purpose of this article is to explain:
 - Who is in the bargaining unit represented by AFGE
 - How to deal with issues concerning the eligibility of employees to be in the AFGE bargaining unit



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Article 1 Bargaining Unit Employee

All VA Employees

- AFGE Bargaining Unit Employees
- People in other unions
- Managers, Supervisors, and Confidential Employees

- Bargaining Unit is the legally recognized employee group represented by a Union
- AFGE bargaining unit employees are covered by all aspects of the Master Agreement
- Not sure if an employee is in the bargaining unit? See HR or union

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Article 2 – Governing Laws and Regulations

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graph TD; A[Federal Law United States Code (USC)] --> B[Government-Wide Regulations Code of Federal Regulations (CFR)]; B --> C[VA/AFGE Master Agreement and Local Supplemental Agreements (LSA)]; C --> D[VA Policies and Regulations*];
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*Exceptions exist where VA policy and regulations take precedence over the Master Agreement or LSA's

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Article 3 – Labor Management Cooperation

- The VA and AFGE are committed to working together at all levels to:
 - Improve service to Veterans
 - Ensure a quality work environment for employees
 - Effect a more efficient administration of VA programs

Article 3, Section 3

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Article 3, Section 6
Training


- To promote effective labor-management relationships, the parties may determine the need for, and identify, appropriate training.
 - ADR
 - Work process improvement
 - Group dynamics
 - Relationship by objectives



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Article 3, Section 7
Use of Time

- Union representatives on labor-management forums will be on official time.
- Individuals designated by the Union to participate in forum subcommittees will be on:
 - Duty time as SMEs
 - Official time as union representatives
- To the extent possible, all activities will be conducted during normal duty hours.



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Duty Time versus Official Time

Duty Time	vs.	Official Time
Time spent performing normal PD duties		Time to perform Union work

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Article 4 – Labor Management Training

- The purpose of this article is to describe the various types of training provided for by the contract.



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Article 4, Section 1

- Union Sponsored or Requested Labor Management Relations Training
 - Training for internal Union business will not be conducted or attended on official time.
 - Scheduling arrangements for the use of official time will be determined locally.

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Article 4, Section 1

- Union Sponsored or Requested Labor Management Relations Training (continued):
 - Department personnel responsible for work scheduling will be given appropriate and adequate notice, to include specific agendas, of scheduled LMR training for maximum attendance.
 - The amount and use of official time for LMR training, other than joint LMR training, is an appropriate subject for local negotiation.

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Article 4, Section 2
Joint Master Agreement Training

- The parties will provide Master Agreement training paid for by the Department.
- Training will be done jointly not precluding any additional training by each party.



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Article 4, Section 3
Joint Labor-Management Training

- Each field facility will have a joint labor-management relations (LMR) training program equally represented by the union and the Department.
- A local LMR training plan will be developed.
- Trainers appointed by the union for joint LMR training will be on official time.
- Attendees at joint LMR training will be on duty time.



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Article 4, Sections 4 and 5

- Section 4: Third-party sponsored training may be considered duty time or official time as appropriate
- Section 5: Establishes a National Joint Training and Education Committee



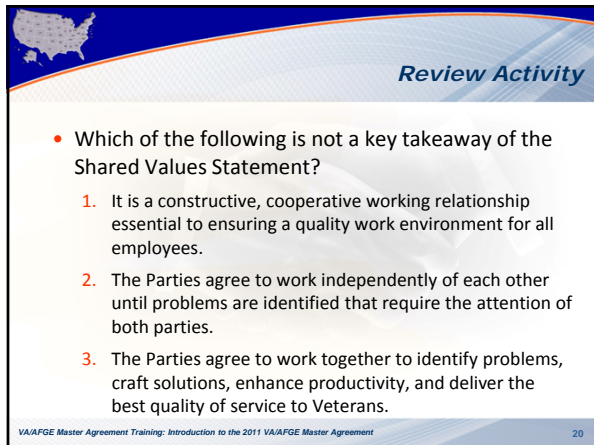
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Group Activity

VA/AFGE Review Activity

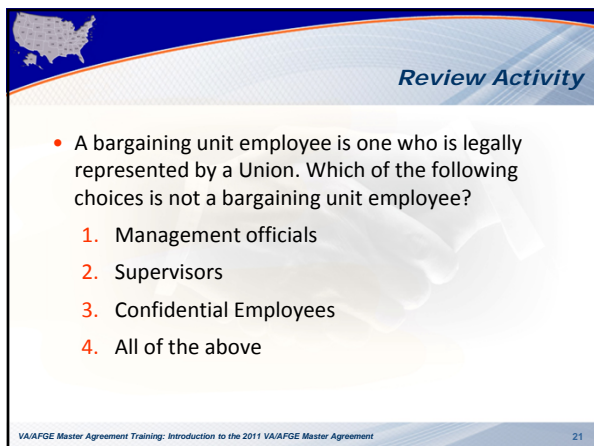
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Review Activity

- Which of the following is not a key takeaway of the Shared Values Statement?
 1. It is a constructive, cooperative working relationship essential to ensuring a quality work environment for all employees.
 2. The Parties agree to work independently of each other until problems are identified that require the attention of both parties.
 3. The Parties agree to work together to identify problems, craft solutions, enhance productivity, and deliver the best quality of service to Veterans.

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Review Activity

- A bargaining unit employee is one who is legally represented by a Union. Which of the following choices is not a bargaining unit employee?
 1. Management officials
 2. Supervisors
 3. Confidential Employees
 4. All of the above

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