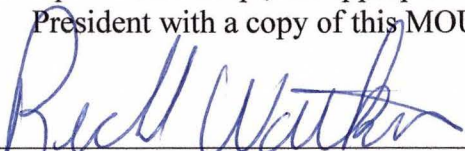


## Memorandum of Understanding

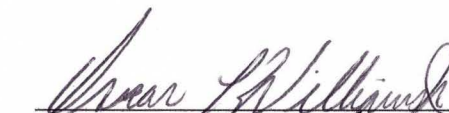
The following constitutes an agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, (AFL-CIO, National Veterans Affairs Council #53 (NVAC)) concerning the Human Resources Line of Business Program Management Office's project HR•Smart.

1. The transition to HR•Smart will consist of two (2) pilots and five (5) deployments over an approximate two (2) year period. HR•Smart will be fully tested prior to the first deployment phase.
2. The national parties understand that the new HRIS, HR•Smart, will replace the VA's legacy Personnel and Accounting Integrated Data (PAID) system. No bargaining unit employee will lose any pay with VA's implementation of HR•Smart.
3. Training will be fair and equitable on how to use HR•Smart and will be accomplished online, in classroom, or both online and in a classroom.
4. Bargaining unit employees will be on duty time during training on HR•Smart. Union Representatives will be provided notice and the opportunity to attend the HR•Smart training.
5. Bargaining Unit employees will have access HR•Smart to manage a limited amount of data and to make certain personal actions (to include but not limited to phone numbers, name changes, email address and emergency contacts)
6. NVAC reserves its right to address matters related to HR•Smart as they occur.
7. Upon their receipt, the appropriate management official shall provide the local Union President with a copy of this MOU.



Richard Watkins, VA HR Specialist  
Department of Veterans Affairs (VA)

5-29-2014  
Date



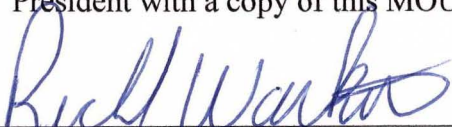
Oscar L. Williams Jr., 2<sup>nd</sup> Exec. Vice President  
AFGE, National Veterans Affairs Council #53

5/28/2014  
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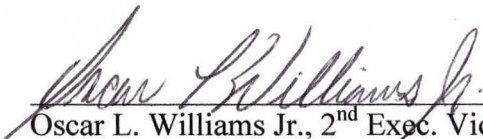
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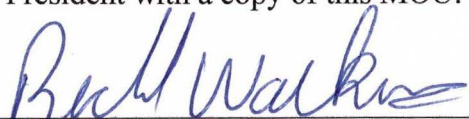
  
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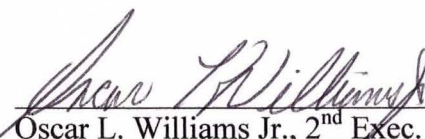
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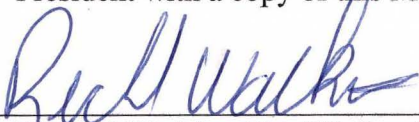
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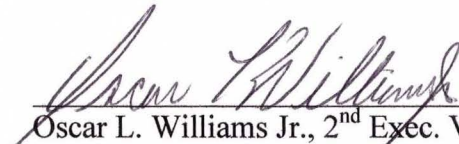
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