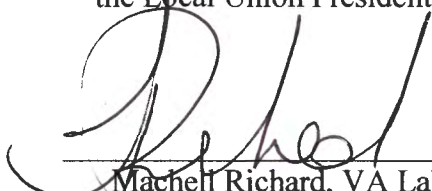
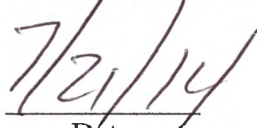


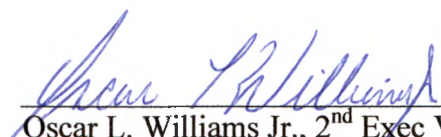
Memorandum of Understanding

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) on the Office of Diversity and Inclusion (ODI) and VA Learning University (VALU) MyCareer@VA Pilot.

1. The national parties agree to agree the purpose of this pilot program is to inform, connect and train employees, supervisors, and mentors on career development activities; tools and resources to assist in career progression barriers; and create a culture of career development, diversity and inclusion. The implementation of this pilot does not change or alter bargaining unit employees' rights under Article 37 – Training and Career Development, VA/AFGE Master Agreement.
2. Wage Grade and General Schedule bargaining unit employees in grades 1 through 9 from Boston Healthcare System, Baltimore VA Medical Center and the Board of Veterans Appeals, may participate in the MyCareer@VA Pilot program.
3. Training related to this pilot program will be on duty time, at various hours to allow all participates to receive the training.
4. NVAC and AFGE Locals shall receive a copy of the pilot results once completed.
5. NVAC reserves its right to address matters related to this pilot as they occur.
6. Upon their receipt, the appropriate management official shall provide a copy of this MOU to the Local Union President(s).


Machell Richard, VA Labor Specialists
Department of Veterans Affairs (VA)


Date


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


Date