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 Clinical Simulation Business Practices for Audiovisual Recording.

1. The parties agree participation of bargaining unit employees in Simulation Learning will be voluntary.

2. The parties agree that bargaining unit employees will not be audio or video recorded without prior signed consent (VA form 10-3203) in accordance with the "Clinical Simulation Business Practice for Audiovisual Recordings."

3. The parties agree that video or audio recording of sessions will be destroyed within 10 days or by the end of program -- whichever comes first.

4. The parties agree that audio or video recorded simulation-learning sessions are opportunities for improving employees' competencies and will not adversely impact annual appraisals, or employee reviews.

5. The parties agree that audio or video recorded sessions will not be used as a basis for or to support disciplinary action.

6. The parties agree that, where possible and where it does not interfere with the simulation experiences of others, consideration shall be given to accommodating employees who wish to participate in simulation-learning sessions without audio or video recording.

7. The parties agree if any changes are made to the Clinical Simulation Business Practice for Audiovisual Recordings Program guidance that effect working conditions of employment, NVAC shall be notified and given the opportunity to bargain.

8. The appropriate management official shall provide a copy of this MOU to the local Union President upon their receipt.

For the Department (VA)

5/18/11
Date

For the National VA Council #53

05/18/11
Date

For the Veterans Health Administration (VHA)

5/18/2011
Date