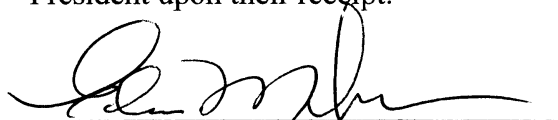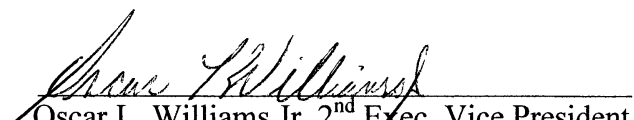# Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA) Veterans Health Administration (VHA) Employee Education System (EES) and the American Federation of Government Employees (AFL-CIO), National Veterans Affairs Council #53 (NVAC) concerning the EES Simulation Learning and Education Research Network (SimLEARN) Program.

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

2. The parties agree de-identifiers will be used to blur the identity of SimLEARN participants' faces, names and other identifying marks.

3. The parties agree that SimLEARN sessions are opportunities for improving bargaining unit employees' competencies and will not adversely impact annual appraisals or employees' reviews.

4. The parties agree that bargaining unit employees will not be audio or video recorded without prior signed consent (VA-Form 103203) in accordance with SimLEARN Performance Enhancement.

5. 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 SimLEARN sessions without audio or video recording.

6. The parties agree that SimLEARN recorded sessions will not be used solely as a basis for or to support disciplinary action but to provide greater standardization of training, share best practices, and outreach providers throughout VHA..

7. The appropriate management official shall provide a copy of this MOU to the Local Union President upon their receipt.
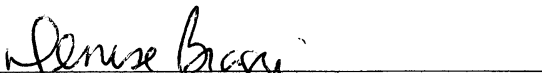
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Edson Morales, VA LR Consultant	Oscar L. Williams Jr, 2nd Exec. Vice President
Department of Veterans Affairs (VA)	AFGE National VA Council #53 (NVAC)

_____10 -29-13_____   _____10/23/2013_____
           Date   Date

_____
James Zeveski, VHA LR Consultant
Veterans Health Administration (VHA)

_____10-25-13_____
           Date