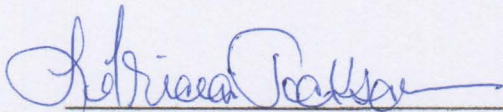


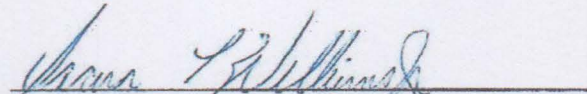
## Memorandum of Understanding (MOU)

This is an agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, (AFL-CIO), National Veterans Affairs Council #53 (Union) on the implementation of a mental health education program titled S.A.V.E. ((Signs, Asking, Validate, Encourage) for all VA employees.

1. Employees will be trained on S.A.V.E. using different techniques and at different times. For example, some will be trained face to face at new employee orientation, through Talent Management Service (TMS) or its successor.
2. All training shall be done during the employee's duty time. Any refresher training during the year, shall be done with management approval.
3. Clinical employees shall not be evaluated under their functional statements and/or performance standards while attending S.A.V.E. training.
4. Non-Clinician employees shall not be evaluated in applying this training or failing to apply this training.
5. An employee's approved leave will not be canceled solely because of the time this training is offered. If approved leave must be canceled, bargaining unit employees will have the opportunity to re-schedule the prior approved leave.
6. NVAC reserves its right to address matters related to the deployment of S.A.V.E. training as they occur.
7. Upon their receipt the appropriate management official shall provide a copy to the Local Union President or their named designee, point of contact at each facility, including medical centers, regional offices, and cemeteries.



LeTricia Jackson, Labor Relations Specialist  
For the Department of Veterans Affairs (VA)



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

4/23/2020

Date

4/23/2020

Date