

## **MEMORANDUM OF UNDERSTANDING**

The following agreement is between the Department of Veterans Affairs (VA), (Employer) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) regarding External Provider Scheduling Software as a Solution (SaaS) tool.

1. Training for Local representatives will be coordinated between the appropriate management official and Local Union President. Each Local may select one representative to receive training. The training will be conducted on official time. All training materials provided to the participants (i.e., media presentations, handouts, etc.) will be provided to the representative attending the training.
2. Training of bargaining unit employees will be conducted on duty time. Employees can request and receive additional training.
3. If either party is made aware of issues of a more than de minimis nature related to conditions of employment that may affect employees after this MOU is signed, both parties agree to discuss and work to mutually resolve the issues for the affected employees.
4. The implementation the SaaS Tool does not change employee performance standards or compromise the ability for employees to meet performance measures. If the Department intends to implement or change a performance standard related to the use of the SaaS Tool, the Department will comply with the requirements of Article 24 of the Master Agreement.
5. This MOU does not prevent the Department from making future changes to the Saas Tool. If there is a more than de minimis change in conditions of employment, NFFE will be provided notice and an opportunity to bargain.
6. The NFFE local president will be allowed to designate at least one representative to participate on any committee or workgroup that has impacts on working conditions on bargaining unit employees.
7. Copies of this MOU will be distributed to management and the NFFE local president/or designee at each NFFE local within (10) ten days of the date this MOU is signed. This MOU will be posted on VA LMR website.
8. This MOU can be reopened in 3 years by either party, will expire at the issuance of a successor MOU or the termination or replacement of the Saas Tool.

12/15/2023

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L. Tosha Condah

Labor Relations Specialist, VACO LMR

Signed by: Department of Veterans Affairs

12/18/2023

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Jeff Shapiro

President, NFFE-IAM, VA Council National Feder...

Signed by: Jeffrey J. Shapiro 535490

12/18/2023

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