

MEMORANDUM OF UNDERSTANDING

The following agreement is between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) (Employer) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) regarding VA's HR Smart Employee Benefits Self Service VA Enterprise Deployment.

1. Employees will be given sufficient duty time during their scheduled tours of duty to complete necessary training to use Employee Benefits Self Service with reasonable proficiency.
2. Each servicing HR will be available to assist employees with the use of VA's HR Smart Employee Benefits Self Service VA Enterprise Deployment for a period not less than the first six (6) pay periods after implementation of VA's HR Smart Employee Benefits Self Service VA Enterprise Deployment.
3. Each local president may designate a representative to receive available training to afford them the opportunity to assist other employees with use of the Employee Benefits Self Service module. This training will occur during duty time.
4. Employees and Local Unions will be provided access to electronic copies of training material containing comprehensive instructions and any updates as released. Agreed
5. This MOU will expire at the issuance of a successor MOU related to VA's HR Smart Employee Benefits Self Service VA Enterprise Deployment or the termination of VA's HR Smart Employee Benefits Self Service.
6. This MOU does not prevent the Department from making future changes to the VA's HR Smart Employee Benefits Self Service VA Enterprise Deployment. If changes result in a change of working conditions, NFFE will be provided notice and an opportunity to bargain.
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.

Michael J. Clements

Michael J Clements
Labor Relations Specialist
Department of Veterans Affairs (VA)

Jeffrey J. Shapiro
535490

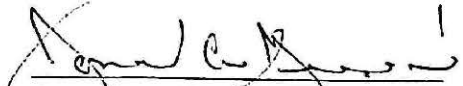
Digitally signed by Jeffrey J.
Shapiro 535490
Date: 2023.04.20 17:03:18 -04'00'

Jeffrey Shapiro
President, NFFE-IAM, VA Council

04/20/23

Date

Date


James Zeveski, Labor Consultant
Veterans Health Administration (VHA)

4/20/2023

Date