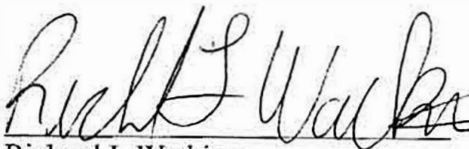


MEMORANDUM OF UNDERSTANDING

1. The following agreement is between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) in regard to e-Performance.
2. The e-Performance system is currently being implemented for Title 5 and Hybrid Title 38 employees. The Union will be notified prior to the implementation of e-Performance system for Title 38 employees if there are significant changes to conditions of employment not addressed in this notice.
3. In accordance with Article 24 section 2 (2), a copy of changes to newly established critical elements or performance standards will be provided at least 10 calendar days in advance to the affected employee and the Union representative for review, comments and input. Management will provide the local union the opportunity to negotiate the appropriate arrangements and procedures. The implementation of e-Performance will not impact this contractual obligation.
4. Training of bargaining unit employees regarding e-performance will occur on duty time. Training objectives will include information to explain the expectations and responsibilities of employees when using e-Performance.
5. Local presidents may request to attend all training related to e-Performance. Management will provide two weeks advanced notice of all e-Performance training to local union Presidents.
6. NFFE Locals will be permitted to request, in accordance with the CBA and FOIA regulations and rules: reports, recommendations and policy changes related to e-Performance.
7. NFFE midterm team reserves the right to address issues related to ePerformance as they occur that have not been covered by this MOU. Management will meet any bargaining obligations and notification regarding e-Performance to the Union if changes are made not identified in the initial notice.
8. Copies of this MOU will be forwarded to appropriate local Management official and to the NFFE local president on completion. This MOU will be posted on VA LMR website.



Richard L. Watkins
Labor Relations Specialist
Department of Veterans Affairs (VA)


Jeffrey Shapiro
President
NFFE-IAM, DVA Council

2/16/18

1/16/2018
Date

1/12/2018
Date


James Zeveski
Labor Consultant
Veterans Health Administration (VHA)

1/16/2018
Date