Memorandum of Understanding

This memorandum of understanding (MOU) sets forth an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Nurses Organizing Committee, National Nurses United (NNOC/NNU). This MOU is entered pursuant to the provisions 5 U.S.C. Chapter 71 and applies to all registered nurses represented by NNOC/NNU regarding the implementation of ePerformance.

1. The Department will ensure that all bargaining unit employees required to use ePerformance will receive training necessary to enable them to utilize the functions of the program prior to the RNs usage. RN's will be on duty time for training.

2. Local management shall provide notification to local NNOC, NNU officials at the local level prior to any implementation of ePerformance.

3. NNOC/NNU at the local levels will be given the opportunity to bargain the impact and implementation of ePerformance as long as it does not conflict with this MOU.

4. Upon request, NNOC/NNU will be provided with reports generated by the ePerformance system. NNOC/NNU request must be consistent with Statutory and/or contractual request for information.

5. NNOC/NNU will be allowed to appoint an RN to each committee/work group formed for ePerformance on both the National and Local levels.

6. Performance evaluations, proficiency reports, and competencies will not be changed as result of the implementation of ePerformance.

7. RNs will be notified as any notifications are made due to ePerformance as it relates to their proficiency.

8. NNOC/NNU at the National level will be given a demonstration of ePerformance as any changes are made to it.

9. RNs will not be negatively impacted by the implementation of ePerformance program.

10. The effective date of this agreement will be the date signed by both parties. VACO LMR will expeditiously provide the local VA facilities with a signed copy of the agreement. The appropriate local management official will provide a copy of the signed MOU to the local NNOC/NNU Director upon their receipt.

DJW 1-17-18

FOR THE AGENCY

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

12-22-2017
Date

James Zeveski,
Labor Consultant
VHA Workforce Management and Consulting

12/22/2017
Date

FOR THE UNION

Irma Westmoreland, RN
President
NNOC-NNU

1-17-18
Date