

MEMORANDUM OF UNDERSTANDING

The following agreement is between the department of Veterans Affairs (VA) and the NFFE VA Council of Consolidated Locals (Union) concerning VA Pulse:

1. In accordance with Article 24, Section 2, Performance Appraisal System, of the VA VA/NFFE Master Agreement, Management will present to the NFFE Local President any performance plan changes that involve language related to VA Pulse.
2. NFFE National may make recommendations for improvement of the VA Pulse experience and its use. The recommendations should address employees' positive and/or negative experiences. The Department will inform NFFE if the recommendations are adopted or not.
3. NFFE bargaining unit employee's use of VA Pulse is voluntary.
4. In accordance with the VA/NFFE Master Agreement Article 3, Section 12, and in cooperation with VHA Directives 6001 and 6515, bargaining unit employees will be allowed reasonable use of VA pulse for personal and work related discussions.
5. The application of VA Pulse Platform is an appropriate subject for bargaining at the local union level, on aspects not in conflict with this the Master Agreement.
6. VA Pulse maybe used by NFFE National Officers and Local Presidents in accordance with the Article 9, Use of Official Facilities and Services, to communicate with bargaining unit employees.
7. The VA pulse may be used by NFFE bargaining unit employees' for discussions regarding VA vacancies, surveys, initiatives, and promotion of achievement.
8. Investigations of a NFFE bargaining unit employees due to postings on VA Pulse will be conducted in accordance with Article 26, Section 2 of the VA/NFFE Master Agreement.
9. Consistent with Article 2, Section 13, in the event the Department creates a committee at the national, intermediate or local level related to VA Pulse, NFFE can designate a representative to that committee. NFFE union officials participating on these committees will be on official time. If the union representative is not currently receiving an official time allocation, he or she may request, and receive, official time to attend the meeting. The official time granted under this MOU is independent of the official time granted to the Union representative under the Master Agreement. If travel is required the parties will adhere to all provisions of the Master Agreement and Federal Travel Regulation (FTR).
10. VA Pulse accounts will be deactivated in accordance with VA Security Policy.

Robyn Stanton 12/14/15

Robyn Stanton  
For the Department

Jeff Shapiro 12/18/2015

Jeff Shapiro  
For NFFE

James Zeveski 12/9/15

James Zeveski  
For VHA

Date