Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, (AFL-CIO), National Veterans Affairs Council #53 (NVAC) on VA Pulse within the Department.

1. Best practices posted to VA Pulse are for informational purpose only and shall not be implemented as a change in working conditions without the Department meeting their bargaining obligation with the Exclusive Representative, National VA Council #53.

2. VA Pulse is a voluntary platform and no bargaining employee will be required to access any information on VA Pulse.

3. No bargaining unit employee shall be held responsible for the accuracy or inaccuracy of any information on VA Pulse, if not generated by the employee.

4. No bargaining unit employee shall be required to enter information on VA Pulse, except those employees required to do so, as part of their normal duties.

5. The use of surveys, questionnaires or polls in VA Pulse by the Department will be done in accordance with VA/AFGE Master Agreement Article 49 – Rights and Responsibilities or its successor document.

6. NVAC reserves its right to address matters related to VA Pulse best practices as they occur.

7. Upon their receipt, the appropriate management official shall provide a copy of this MOU to the Local AFGE Union President.

Robyn Stanton

Robyn Stanton, VA Labor Specialist
For the Department of Veterans Affairs (VA)

10/26/15
Date

Oscar L. Williams Jr. 2nd Exec Vice President
AFGE National Veterans Affairs Council #53

10/26/15
Date