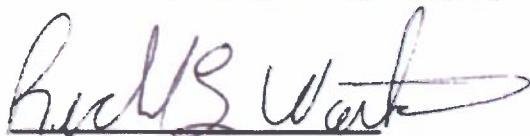


MEMORANDUM OF UNDERSTANDING (MOU)

The following constitutes a Memorandum of Understanding (MOU) between the Department of Veterans Affairs and the National Association of Government Employees (NAGE) concerning the "Deployment of Electronic Performance Appraisal System to Title 38 Employees (ePerformance).

1. Management will comply with the training requirements outlined in Article 23 of the NAGE National collective bargaining agreement.
2. Any changes/additions to law, regulation, VA HRMLS or VA policy connected with ePerformance will be negotiated at the National level.
3. NAGE reserves all rights contained in Article 13 - National Consultation Rights and Mid-Term Bargaining, of the Master Agreement.
4. A signed copy of this MOU shall be posted on the Office of Labor Management Relations website within 10 calendar days of signing this agreement.
5. NAGE National and the Local Union President shall be provided with a copy of this signed MOU within 10 days of signing this agreement.



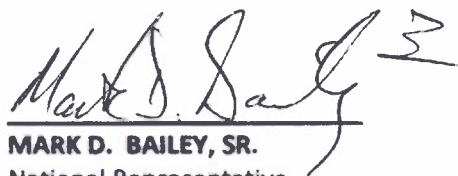
RICHARD L. WATKINS

LMR Specialist

DVA/VA

8/2/18

Date



MARK D. BAILEY, SR.

National Representative

NAGE

8-2-18

Date



JAMES ZEVESKI

Labor Consultant

DVA/VHA

8/07/2018

Date