Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees (AFL-CIO), National VA Council #53 (NVAC) concerning the VHA Pilot Onboarding at VA Medical Centers in Atlanta, Cleveland and Muskogee, the Office of Public Health, Office of Research Oversight and the National Center for Ethics in Health Care.

1. The national parties agree to pilot VHA Onboarding Buddy Program for a period not to exceed four (4) months from the effective date of this MOU or September 30, 2011 whichever comes first.

2. Bargaining unit employee(s) participation in the Buddy Program is voluntary and the unit employee can opt out at anytime during the pilot without consequence.

3. Bargaining unit employees will not be instructed or encouraged to discuss informal policies with new hires in the Buddy Program.

4. No unit volunteer will be required to work outside their normal tour of duty if chosen for the Buddy Program.

5. Any employee or the Union may nominate another employee to serve in the Buddy Program. No unit employee will be retaliated against by management officials for refusing to serve in the Buddy Program.

6. Unit employee(s) shall be given the reason for not being selected in the Buddy Program by the appropriate management officials.

Denise Bragg

For Department of Veterans Affairs

June 10, 2011
Date

Oscar L. Williams Jr., 2nd EVP
For National VA Council #53

6-20-2011
Date

Sylma Vargas

For Veterans Health Administration (VHA)

Date June 10, 2011