


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 Veterans Affairs Council #53 (NVAC) on VHA VA Voices.

1. The national parties agree that VHA VA Voices is completely voluntary for bargaining unit employees.
2. Bargaining unit employees will be on duty time for VHA VA Voices training.
3. The primary intent of VHA VA Voices is to support employees engagement and improve the culture of care through improving connections, relationships and community which in turn results in improved services to our Veterans.
4. Consistent with Article 17, bargaining unit employees shall not be subject to coercion or retaliation for comments made in regards to personal views intended to improve relationships and achieve other training objectives during VHA VA Voices group meeting discussions.
5. NVAC reserves its rights to address matters related to VHA VA Voices as they occur.
6. AFGE Locals shall be notified of local implementation of VHA VA Voices and given the opportunity to negotiate local implementation. The local notice shall be at least fifteen (15) days prior to the first VHA VA Voices training session at the facility.
7. Locally negotiated MOU's will not conflict with this National MOU.
8. Upon their receipt the appropriate local management officials shall provide a copy of this MOU to the AFGE Local President.



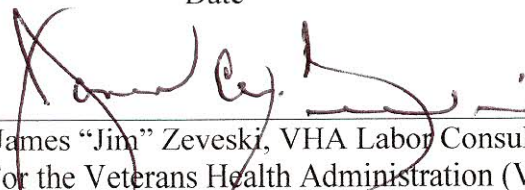
Robyn Stanton, VA Labor Specialist
For the Department of Veterans Affairs (VA)

9/24/2016
Date



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

9/26/2016
Date



James "Jim" Zeveski, VHA Labor Consultant
For the Veterans Health Administration (VHA)

9/26/2016
Date