

MEMORANDUM OF UNDERSTANDING

Employee Learning Inspires True Excellence (ELITE) Instructor Certification Program

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Benefits Administration (VBA) and the American Federation of Government Employees (AFGE), AFL-CIO National VA Council (NVAC) #53 (Union) regarding the Employee Learning Inspires True Excellence (ELITE) Instructor Certification Program.

1. Employees who take this training will receive excluded time.
2. Employees not currently in an instructor position or has volunteered for instructor duties, may attend this certification program on a space available basis. Prioritization for the program will be placed on those employees with current or upcoming instructor responsibilities and employees will be expected to serve in an instructional capacity at either the local or national level if this course is offered to them.
3. Consistent with the procedures set forth in the Master Agreement, local bargaining may take place at individual facilities and may include substantive bargaining that does not conflict with negotiated national policy and agreements.
4. Management will not hold employees accountable for factors extenuating-circumstances that affect performance and are beyond the employees' control.
5. After implementation, if either party is made aware of issues that may affect employees, both parties agree to discuss the issues and work to mutually resolve the issues for the employees. Should discussions not resolve the issues, the parties will implement the negotiating process to the extent required by statute.
6. Both parties will communicate the MOU.

Kevin D. Nelson

Kevin D. Nelson
For the Agency

Paul H. Fleming

Paul H. Fleming
For AFGE/NVAC

08/21/2020

Date