

## Memorandum of Understanding

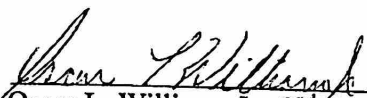
The following constitutes an agreement between the Department of Veteran Affairs, Veteran Health Administration, (VHA) and the American Federation of Government employees, (AFL-CIO) National Veterans Affairs Council #53 (NVAC concerning the VHA Human Capital Management (HCM) Reorganization of Employee Education System (EES) and Healthcare Leadership and Talent Institute HL&TI) into the Institute for Learning and Development (ILEAD).

1. The implementation of this ILEAD reorganization itself, will not result in reduction in force, elimination of staff, changes to position descriptions, duties or performance standards, relocation of any staff, or changes to bargain unit status. Management actions taken other than this reorganization may occur, with proper notification to the Union.
2. The Department will ensure appropriate training to all employees as needed or requested.
3. All training will be on duty time at times convenient to them, within 30 days of such training being in TMS. If training is delivered in another manner, such training be scheduled to allow an employee to attend at a reasonable time and place.
4. As necessary, employee performance may not be considered until training is provided and completed. Any changes to National performance standards will be communicated to the Union at least 30 days in advance and given the opportunity to bargain.
5. The NVAC reserves its rights to address matters related to this reorganization of EES and HL&TI as they occur.
6. Upon their receipt the appropriate management official shall provide a copy of this MOU to EES and HL&TI AFGE Local Presidents (Birmingham, AL; Cleveland, OH and Long Beach, CA)


LYNDSEY MILLER

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Date: 2022.09.07 06:26:14 -05'00'

Lyndsey T. Miller, Labor Relations Specialist  
For the Department of Veterans Affairs (VA)

  
Oscar L. Williams Jr., 2<sup>nd</sup> Exec Vice President  
AFGE Nation Veterans Affairs Council #53

Date

  
James Zeveski, WMC Labor Consultant  
For Veterans Health Administration (VHA)

09-08-22

Date

09/06/2022

Date