

Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration and the American Federation of Government Employees, (AFL-CIO) concerning Integrated Veterans Care (IVC) Mandatory High Reliability Organization (HRO) Training.

1. High Reliability Organization (HRO) 101 (VA 37667) and HRO 201 (VA 38255) in the Talent Management System (TMS) is mandatory for IVC employees. If an employee has completed and provided certification of completion to their supervisor, they do not have to repeat the training.
2. There will be two mandatory town halls, one on integrity and compliance and the second on patient safety. The town halls will be approximately one hour each and will allow for a question and answer period. Employees may submit questions after the town halls have ended, to an email address provided for that purpose at the end of each town hall. The Department will promptly respond to those emails.
3. If an employee is unable to attend one or both town halls, they will review the recording of town hall(s) and may submit questions after reviewing the recording.
4. An employee may view any previous recordings of town halls on duty time.
5. All training must be on duty time.
6. An employee's performance standards must not be applied while an employee is in the IVC mandatory training or attending a town hall(s) or viewing a recording.
7. No approved leave may be cancelled solely due to either mandatory TMS training or scheduled town halls.
8. Upon receipt the appropriate management official will provide a copy of this MOU to the AFGE Local Union President.

Richard L. Watkins
250143

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Watkins 250143
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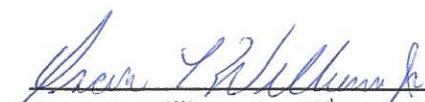
Richard L. Watkins, Labor Relations Specialist
For the Department of Veterans Affairs (VA)

Date

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Ami Rezac, WMC Labor Consultant
For Veterans Health Administration (VHA)

Date


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

04/14/2023
Date