

## Memorandum of Understanding (MOU)

The following constitutes agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) regarding the VALU Online University in the Department

1. The VALU Online University pilot project for AFGE, NVAC bargaining unit employees shall be limited to the following sites: Professional EES employees Long Beach, VISN #7 and NCA -Dallas/Ft. Worth & VA Central Office (VACO).
2. The parties agree that taking educational courses on the VALU Online University is a voluntary process for bargaining unit employees.
3. The parties agree that bargaining unit employees shall be informed of VALU Online University training courses.
4. When bargaining unit employee elect to take a VALU Online University courses from their home during non-duty hours on a personal computer, supervisory approval will not be required.
5. Normally, bargaining unit employees shall be provided access to computers at their work place for the purpose of enrolling in and pursuing courses through VALU Online University. Other access to computers may be provided using the existing access points.
6. VALU Online University courses taken during duty hours must be approved by the supervisor and employee allowed reasonable time to complete the training course during hours of work. Bargaining unit employee shall not be denied approval based solely upon the number of courses they have requested, or the number of courses taken.
7. The National VA Council #53 shall name a representative to sit on the VALU Online University Implementation Team.
8. Surveys or questionnaires, and the results from any survey or questionnaire used in connection with VALU Online University pilot project will be shared with the President National VA Council #53 and the Chair, Mid-Term Bargaining Committee.

9. The local union may elect to bargain further on VALU Online University pilot project implementation at their facility so long as there is no conflict with this MOU and the Master Agreement.
10. A copy of this MOU shall be provided the local union president by the appropriate management official upon receipt at the facility.
11. Prior to any nationwide roll out of the VALU Online University the parties agree to execute a new MOU on the subject.

Norman E. Jacobs  
For the Department (VA)

Steve Williams  
For National VA Council #53

3-21-01  
Date