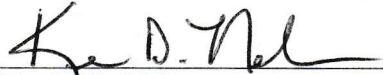



MEMORANDUM OF UNDERSTANDING

National Mentoring Program Initiative

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 National Mentoring Program Initiative

1. If an employee receives a more than one STAR error in a fiscal year, they will be informed of this program and given the option to use it.
2. Employees who use this program will be on deductible time, training. The employee's supervisor will be informed of the employee's participation. A mentoring session will not last more than one hour.
3. Management will not hold employees accountable for factors or extenuating circumstances which affect performance that are beyond the employees' control in compliance with Article 27.
4. If after implementation either party is made aware of issues that may adversely 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.
5. Compensation Service reserves the right to terminate or suspend the mentoring program at any point within the FY based on Quality Assurance workload and/or internal staffing issues within Quality Assurance. If Compensation service is unable to hold mentoring sessions, the employee may seek assistance from local QRT.
6. Management shall provide a copy of this MOU to the local president and/or designee at each AFGE local within 10 days of the date this MOU is signed.


Kevin D. Nelson
For the Agency


Paul H. Fleming
For AFGE/NVAC

07/26/17
Date