

# MEMORANDUM OF UNDERSTANDING (MOU)

## ePerformance for the FY-22 Performance Year

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 Veterans Affairs Council (NVAC) #53, (Union) regarding the ePerformance for the FY-22 Performance Year.

1. Employees may print and/or save a hard copy of the performance documents kept in the ePerformance system. If an employee has difficulty, they may request a copy from their supervisor.
2. Employees will receive training on the use of the ePerformance system.
3. Management agree to follow the Master Agreement on performance appraisals.
4. Consistent with 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.
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 the statute.
6. Management shall provide a copy of this MOU to the local president and/or designee at each AFGE local within (10) ten days of the date this MOU is signed.

*Kevin D. Nelson*  
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Kevin D. Nelson  
For the Agency

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Paul H. Fleming  
For AFGE/NVAC

11/30/2021  
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Date