

MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Education (“Agency”) and the American Federation of Government Employees, AFL-CIO (“AFGE”) on the implementation of the Enterprise Identity, Credential, and Access Management (ICAM) Portal and new Digital Identity Onboarding, Offboarding, and Move/Transfer processes. This Memorandum of Understanding (MOU) will become effective thirty-one (31) days from the execution date or upon the date of agency head approval, whichever occurs first, consistent with 5 U.S.C. § 7114.

1. As part of the implementation of the Enterprise ICAM Portal and new Digital Identity Onboarding, Offboarding, and Move/Transfer processes, the Agency will provide impacted bargaining unit employees with virtual instructor-led training regarding the Enterprise ICAM Portal and new Digital Identity Onboarding, Offboarding, and Move/Transfer processes. This training will include a demonstration of these processes within the Enterprise ICAM Portal.
2. The Agency will make available a ConnectED page for the Enterprise ICAM Portal and new Digital Identity Onboarding, Offboarding, and Move/Transfer processes. This page will contain applicable videos demonstrating how to use the Enterprise ICAM Portal and the new Digital Identity Onboarding, Offboarding, and Move/Transfer processes, standard operating procedures, frequently asked questions, and information about who to contact if questions arise regarding the Enterprise ICAM Portal.
3. If a supervisor determines that changes to a performance plan(s) are required as a result of the implementation of the Enterprise ICAM Portal and the new Digital Identity Onboarding, Offboarding, and Move/Transfer processes, the Agency will make those changes pursuant to the applicable negotiated provisions in the Interim Collective Bargaining Agreement and applicable Agency policy.

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By my signature below, I attest that I am an Authorized Official duly authorized to sign on behalf of my organization.

Sheria Smith

On Behalf of the American Federation of
Government Employees (AFGE)
Sheria Smith, President

7/30/24

Date:



Digitally signed by ROMAN
KULBASHNY
Date: 2024.07.31 13:19:41
-04'00'

On Behalf of the Department of Education
Roman Kulbashny, Management Official

Date:

On Behalf of the Department of Education
Jerry Benoit, Chief Negotiator & LR/ER
Specialist

Date:

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Approved by Department of Education Agency Head Review on _____.