

AMENDMENT TO RULES COMMITTEE PRINT 115-7
OFFERED BY MS. KUSTER OF NEW HAMPSHIRE

Add at the end the following:

1 **SEC. 10. ACCOUNTABILITY OF SUPERVISORS AT DEPART-**
2 **MENT OF VETERANS AFFAIRS FOR ADDRESS-**
3 **ING PERFORMANCE OF EMPLOYEES.**

4 (a) IN GENERAL.—The Secretary of Veterans Affairs
5 shall ensure that, as a part of the annual performance
6 plan of a supervisor in the Department, the supervisor is
7 evaluated on the following:

8 (1) Taking action to address poor performance
9 and misconduct among the employees that report to
10 the supervisor.

11 (2) Taking steps to improve or sustain high lev-
12 els of employee engagement.

13 (3) Promoting a positive culture of service
14 that—

15 (A) reflects the mission of the Department
16 and the values of integrity, commitment, advo-
17 cacy, respect, and excellence; and

18 (B) emphasizes the greatest degree of per-
19 formance and conduct.

1 (b) SUPERVISOR DEFINED.—In this section, the term
2 “supervisor” has the meaning given such term in section
3 7103(a) of title 5, United States Code.

4 **SEC. 11. IMPROVEMENT OF TRAINING FOR SUPERVISORS.**

5 (a) IN GENERAL.—The Secretary of Veterans Affairs
6 shall provide to each employee of the Department of Vet-
7 erans Affairs who is employed as a supervisor periodic
8 training on the following:

9 (1) The rights of whistleblowers and how to ad-
10 dress a report by an employee of a hostile work envi-
11 ronment, reprisal, or harassment.

12 (2) How to effectively motivate, manage, and
13 reward the employees who report to the supervisor.

14 (3) How to effectively manage employees who
15 are performing at an unacceptable level and access
16 assistance from the human resources office of the
17 Department and the Office of the General Counsel
18 of the Department with respect to those employees.

19 (b) DEFINITIONS.—In this section:

20 (1) SUPERVISOR.—The term “supervisor” has
21 the meaning given such term in section 7103(a) of
22 title 5, United States Code.

23 (2) WHISTLEBLOWER.—The term “whistle-
24 blower” has the meaning given such term in section

1 323(g) of title 38, United States Code, as added by
2 section 101.

