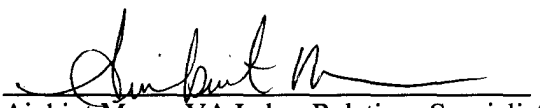


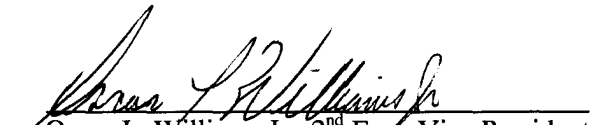
Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees, (AFL-CIO), National Veterans Affairs Council (NVAC) #53 on VHA Clinical Information Systems (CIS) and Anesthesia Record Keeper (ARK) Systems.

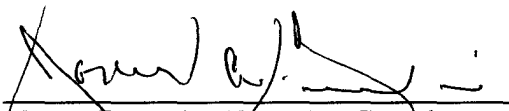
1. Training for Bargaining Unit Employees related to CIS/ARK shall be provided during duty time.
2. The Department will comply with the appropriate provisions of the Rehabilitation Act.
3. Remedial training may be available to Bargaining Unit Employees upon their request.
4. Training shall, to the extent feasible, be offered multiple times to enable Bargaining Unit Employees an opportunity to attend during their duty.
5. Bargaining Unit Employees shall not be required to change their scheduled leave to attend this training.
6. Any MOUs signed at the local level or VISN level must comply with the provisions contained in this MOU.
7. Notices regarding the implementation of CIS/ARK after the effective date of this MOU, which involve more than one AFGE Local or at the VISN level, shall be sent to the NVAC's designee.
8. Upon their receipt, the appropriate management official shall provide a copy of this MOU to the Local Union President.


Ainbint Munn, VA Labor Relations Specialist
Department of Veterans Affairs

2/6/14
Date


Oscar L. Williams Jr., 2nd Exec Vice President
AFGE National VA Council #53

2/6/2014
Date


James Zeveski, VHA Labor Consultant
Veterans Health Administration (VHA)

2/6/14
Date