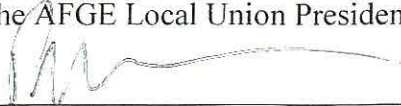


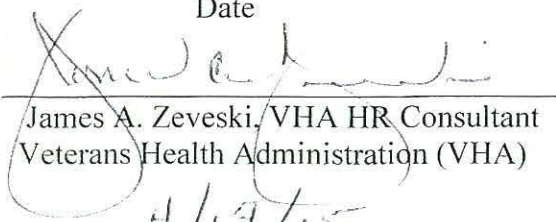
Memorandum of Understanding

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 #53 concerning the expansion of Intermediate Care Technician (ICT) Program in VHA.


1. Intermediate Care Technicians will be to augment the workforce. AFGE Locals shall be notified and given the opportunity to bargain, if requested, if a local facility decides to use ICT at their duty location or duty station.
2. Department's management officials shall not circumvent Article 23 Section 8 of VA/AFGE Master Agreement or its successor document, by using ICT, instead of filling vacant bargaining unit positions.
3. Bargaining unit positions in Services that have elected to use ICT, will be re-evaluated, to see if their current position description is accurate. The Local Union or the bargaining unit employee(s) can make the request which will be honored by the Department's management officials.
4. AFGE Locals shall be informed, if a local facility decides to use ICT at their duty station and/or duty location. No bargaining unit employee(s) shall be involuntary moved or reassigned from their current clinical setting and/or work location, solely as the result of an ICT Program.
5. AFGE Locals upon their request may bargain further on the use of ICT program at their duty location and/or duty station.
6. If the total number of positions to be filled by ICTs increases, applicants will be allowed and shall be given due consideration, who have been honorably separated from active duty at any point, not merely those applicants who have recently separated.
7. Upon their receipt, the appropriate management official shall provide a copy of this MOU to the AFGE Local Union President.


Peter MacEachern, VA Labor Specialist
Department of Veterans Affairs (VA)

4/15/15
Date


James A. Zeveski, VHA HR Consultant
Veterans Health Administration (VHA)

4/19/15
Date


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

4/18/15
Date