



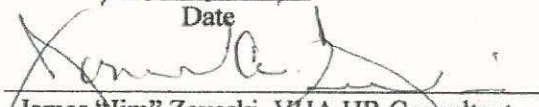
Memorandum of Understanding

The following is 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 Office of Mental Health Operations Therapeutic and Supported Employment Services (OMHO TSES) Transformation Plan.

1. The parties recognize that the Transformation Plan emphasizes CWT services that place Veterans directly into competitive employment in the community and on enhancing clinical services that Veteran in CWT/Transitional Work receive. No bargaining unit employee will be adversely affected by this transformation plan.
2. AFGE Locals shall have to the right to name their representatives to be involved on local workgroups regarding TSES Program implementation.
3. NVAC shall be provided with the bargaining unit positions affected by the TSES Transformation Plan, as reported by facilities on their local implementation plans that are submitted to OMHO/TSES and/or their VISN during Phase 1 of the national TSES Transformation Plan rollout.
4. AFGE Locals may elect to bargain on bargaining unit employee positions affected by the Department's TSES Transformation Plan at their duty station and/or duty location.
5. Where a local decision is made to discontinue services that affect changes in working conditions of any BUEs position, local management officials shall provide notice to the AFGE Local if only one local is involved. The notice shall be provided to the NVAC President and NVAC's Designee at location where more than one AFGE Local is involved.
6. Upon their receipt the appropriate local management official shall provide a copy of this MOU to local AFGE Union President.


Michael J. Clements, VA HR Specialist
For the Department of Veterans Affairs (VA)


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

4-21-2016
Date

James "Jim" Zeveski, VHA HR Consultant
For Veterans Health Administration (VHA)
4/21/2016
Date

4/21/2016
Date