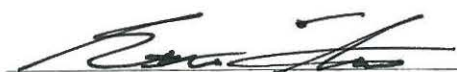
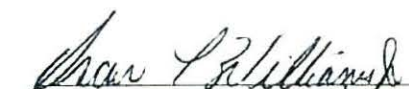


Memorandum of Understanding

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 Veterans Engineering Resource Center (VERC) Access to Care Project Phase II Pilots.

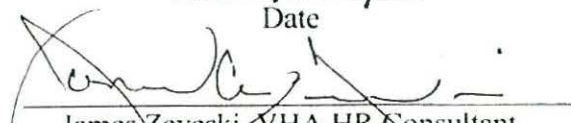
1. The national parties agreed the following VHA AFGE facilities will be involved in the Phase II Pilot: Pittsburgh Healthcare System; VA Boston Healthcare System; VA Sierra Nevada Healthcare System (Reno) and Bay Pines VA Healthcare System.
2. The purpose of this Phase II pilot is to assess and resign the current system of healthcare delivery including VA and non-VA clinical services and apply best practices discovered from Phase I. The implementation of those best practices that change conditions of employment must be met and the level of the exclusive representative National VA Council #53.
3. Bargaining unit employees' performance shall not be adversely affected by the implementation of best practices where the bargaining obligation has not been met at the appropriate level.
4. Any training related to the VERC Phase II pilot shall be on duty time.
5. AFGE Locals involved in the VERC Phase II pilot may have representatives on any committee and/or workgroup related to this project.
6. NVAC and AFGE Locals involved in the Phase II pilot reserve their rights to address matter related to the Phase II pilot as they occur.
7. Upon their receipt, the appropriate management official shall provide a copy of this MOU to the AFGE Local Presidents involved in the VERC Phase II pilot.


Steven J. Flatley, VA LMR Specialist
For Department of Veterans Affairs (VA)


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

12/29/15
Date

12/28/15
Date


James Zeveski, VHA HR Consultant
For Veterans Health Administration (VHA)

12/29/15
Date