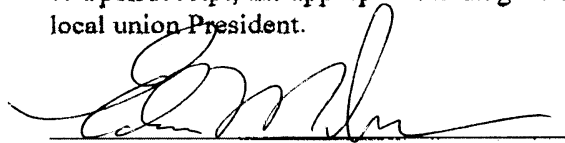


Memorandum of Understanding

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 (NVAC) concerning the consolidation of Consolidated Patient Account Center Program Management Office (CPAC PMO), First Party and Administrative Services Departments into the Veterans Services Department.

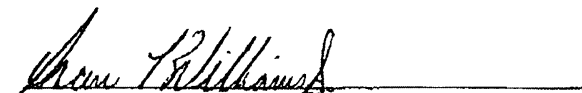
1. Bargaining unit employees currently in the Program Support Assistant or Lead Program Support Assistant position who are assigned to the First Party or Administrative Services Departments will not have to re-apply for their position when the two departments consolidate to the Veterans Services Department.
2. Training regarding the new consolidated Veterans Services Department duties, shall be on duty time.
3. In accordance with the VA/AFGE Master Agreement, management shall ensure position descriptions are current, accurate, and classified properly.
4. CPAC bargaining unit employees' requests to telework shall be in accordance with Article 20 of the VA/AFGE Master Agreement dated March 15, 2011.
5. CPAC local unions will be provided the opportunity to review, ask questions, and provide input regarding the updated Program Support and Lead Program Support position description (PDs), prior to local implementation of the CPAC PMO consolidation at their location.
6. CPAC local unions may request to bargain proposed changes to bargaining unit employees' desk arrangements or cubicle locations at their facility and/or duty location.
7. Upon receipt, the appropriate management official shall provide a copy of this MOU to the local union President.



Edson Morales, VA LR Specialist
Department of Veterans Affairs (VA)

10-10-13

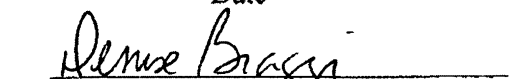
Date



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

10/10/13

Date


Sylma Vargas, VHA LR Consultant
Veterans Health Administration (VHA)

10/10/13
Date