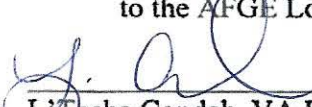



Memorandum of Understanding

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 VHA's Office of Community Care, Office of Veterans Access to Care and Office of Finance Reorganization.

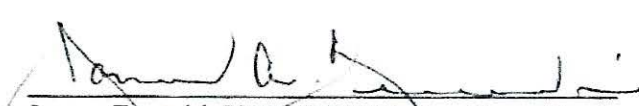
1. The implementation of this reorganization itself, will not result in a reduction in force, elimination of staff, changes to position descriptions, duties or performance standards, relocation of any staff, or changes in bargain unit status. Management actions taken other than this implementation may occur.
2. There will be two consolidations: 1) Revenue Operations and additional financial functions within the Office of Community Care (OCC) into the Office of Finance and 2) Consolidate Access (Operations) and additional OCC access functions to the new Office for Integrated Veterans Care, under the Assistant Under Secretary for Health-Integrated Veteran Care.
3. The first consolidation will result in approximately 4,300 employees being reorganized into the Office of Finance from Office of Community Care and Revenue Operations. The second consolidation will result in approximately 3,600 current employees being reorganized to the new Office of Integrated Veteran Care (IVC).
4. The NVAC reserves its right to address matters related to the reorganization of IVC and Office of Finance as they occur.
5. AFGE Locals have the right to bargain on local implementation so long as they do not conflict, interfere with, or impair implementation of this MOU and the Master Agreement.
6. Upon their receipt, the appropriate management official will provide a copy of this MOU to the AFGE Local President.


L'Tosha Condah, VA Labor Relation Specialist
For the Department of Veterans Affairs (VA)

February 07, 2022
Date


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

02/07/2022
Date


James Zeveski, VHA WMC Labor Consultant
For Veterans Health Administration

2/07/2022
Date