

MEMORANDUM OF UNDERSTANDING

The following agreement is between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) regarding the Cerner/Electronic Health Record Modernization Implementation (EHRM).

1. NFFE BUEs whose job duties are negatively impacted by assignments related to the implementation of CERNER/EHRM should meet with their supervisor to discuss mitigating circumstances impacting performance.
2. Employees may request additional training or time to complete a session of training in CERNER/EHRM. Additional training will be provided on duty time and employees may request training as often as needed. If patient care is impacted by training, the supervisor and the employee will meet to discuss the possible adjustment of schedules to meet the needs of the mission.
3. Management will follow the provisions of the NFFE CBA Article 36 Training.
4. When Management establishes a committee, workgroup, related to the CERNER EHRM training program a NFFE Union official may request to be trained. Additional training may be requested by the Union official. Should additional time be authorized it will be done on duty time.
5. When an employee reports a safety issue, related to the CERNER EHRM to their supervisor, Management will notify all BUE's affected and the Union. The Union will be notified how long the impact of disruption will affect patient safety and NFFE BUEs.
6. When the CERNER EHRM programs require additional time to document care of Veterans performed by BUEs, employees shall notify their supervisors before the end of the duty day. The employee shall make this request timely either electronically or by telephone. Employees will not perform work outside the employee's established tour of duty unless specifically approved by the supervisor. Upon approval by the supervisor, employees will receive overtime in accordance with applicable laws, VA policy and regulations for work performed after the employee's normal daily or weekly tour.
7. Overtime will be addressed in accordance with Articles 31, Overtime-Title 38 Registered Nurses and/or Article 32, Overtime-Title 5 and Hybrid Title 38 employees.
8. When Physicians, Dentists, Podiatrists, Chiropractors, and Optometrist working with CERNER EHRM programs require additional time to document care of Veterans performed by BUEs, the employees shall notify their supervisors before the end of the duty day. The employee shall make this request timely, either electronically or by telephone. Employees will not perform work outside the employee's established tour of

duty unless specifically approved by the supervisors. Management will respond timely and follow the VA Handbook 5007, Part V, Chapter 2, Paragraph 2: and Handbook 5011/12 Part 1 e.

9. This MOU will expire at the issuance of a successor MOU related to the Cerner EHRM, the replacement of Cerner EHR, or the termination of the Cerner EHRM by the Department. If the Department determines that Cerner EHR Implementation will be terminated, the Department will notify the union either by phone or in writing normally within 5 workdays. If the termination of Cerner EHR Implementation triggers a change in working conditions the Department will meet its bargaining obligations.

Michael J. Clements

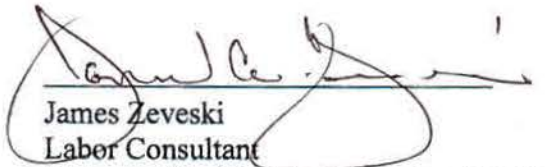
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10/25/2021

Date


Jeffrey Shapiro
President, NFFE-IAM, VA Council

10/20/2021
Date


James Zeveski
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10/25/2021
Date