

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 Electronic Health Record Modernization's VA Innovative Technology Advancement Lab (VITAL) Program.

1. Upon request the names and positions of selected bargaining unit employees will be given to the Local Union to assist them in any potential representation activities.
2. The Union will be provided notice if there is a change in working conditions that may impact the performance rating for bargaining unit employees selected to participate in the VITAL program. All VITAL participants will be afforded sufficient time to clear their schedules and/or reschedule patients on their panels in order to attend VITAL sessions.
3. If programs derived from the Office of Electronic Health Record Modernization VITAL Program change working conditions of Bargaining unit members, Management will notify the Union and meet their bargaining obligation.
4. The Employer will adjust performance standards if the employee's attendance at VITAL will have an impact on their performance rating.
5. Upon completion of the VITAL training and CSA requirements any employee has a right to transfer without prejudice.

Michael J. Clements
Michael J. Clements
Department of Veterans Affairs

03/07/2019

Date

Jeffrey Shapiro
Jeffrey Shapiro
President, NFFE-IAM, DVA
Council

03/07/2019
Date

James A. Zeveski
Jim Zeveski
Veterans Affairs Health Administration

03/07/2019

Date