

MEMORANDUM OF UNDERSTANDING

1 The following agreement is between the Department of Veterans Affairs (VA), Veterans Health
2 Administration (VHA) and the National Federation of Federal Employees (NFFE), VA Council of
3 Consolidated Locals (Union) regarding the Clinic Cancellation of Patient Activities Memo for
4 Hybrid Title 38 positions.

- 5 1. Bargaining unit employees will be provided training on duty time on new procedures
6 associated with the implementation of the Clinic Cancellation of Patient Activities Memo
7 for Hybrid Title 38 positions.
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- 9 2. When a health care provider submits a request for planned leave, and if applicable a
10 clinic cancellation of patient activities is required the employee will provide any
11 designated forms to the proper Management and the leave request will be answered in
12 accordance to the NFFE Master Contract on leave & related clinic cancellation guideline.
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- 14 3. Clinic Cancellation of Patient Activities for Hybrid Title 38 positions is intended to
15 manage patient care and is applicable to both Scheduled Leave & Unscheduled Leave.
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- 17 4. If an employee is unable to perform their duties due to being incapacitated and requests
18 immediate or emergency Sick Leave, the bargaining unit employee will not be required
19 to complete a clinic cancellation form.
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- 21 5. FLMA shall be requested in accordance with the rule, law, and regulation. Bargaining
22 unit employees will work collaboratively with their supervisor in determining if Clinic
23 Cancellation is applicable. Management recognizes bargaining unit employees are not
24 solely responsible for determining if clinic cancellation is required.
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- 26 6. In implementation of the Clinic Cancellation of Patient Activities Memo for Hybrid Title
27 38 positions the parties agree to follow Article 22, Leave, of the NFFE/ VA Master
28 Agreement. The memo does not change Article 22 of the Agreement. Leave will not be
29 arbitrarily denied.
30
- 31 7. NFFE midterm team reserves the right to address issues related to the Clinic
32 Cancellation of Patient Activities Memo for Hybrid Title 38 positions as they occur that
33 have not been covered by this MOU or Master Agreement.
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- 35 8. Clinic Cancellation of Patient Activities Memo applies to Hybrid Title 38 Employees who
36 have their own clinic with scheduled appointments for patient treatment and does not
37 apply to Hybrid Title 38 Employees that are outside of these guidelines.
38
- 39 9. NFFE Locals may elect to bargain on the local implementation of the Clinic Cancellation
40 of Patient Activities Memo for Hybrid Title 38 positions at their facility and/or duty
41 station. Bargaining may include substantive bargaining that does not conflict with the
42 Master Agreement, MOU and nationally negotiated policy.

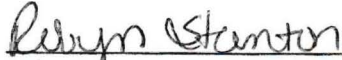
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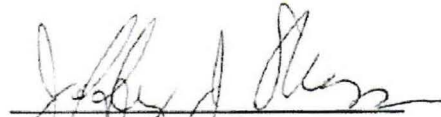
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10. Copies of this MOU will be distributed by appropriate local Management official to the NFFE local president on completion. This MOU will be posted on VA LMR website.



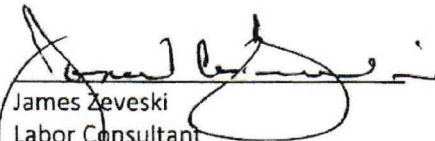
Robyn Stanton
Labor Relations Specialist
Department of Veterans Affairs (VA)

2/21/18
Date



Jeffrey Shapiro,
President
NFFE-IAM, DVA Council

02/15/2018
Date



James Zeveski
Labor Consultant
Veterans Health Administration (VHA)

2/15/2018
Date