

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 Care Coordination and Integrated Case Management CC/ICM Proposal.

1. Training of bargaining unit employees regarding Care Coordination and Integrated Case Management CC/ICM Proposal will occur on duty time.
2. Upon implementation of CC/ICM, Management agrees to review functional statements with employee(s) for possible adjustments if requested. Any bargaining unit employee who believes that s/he is requested to perform duties outside the scope of her/his competencies may request that the Employer review the employee's concerns per Article 46 of the Master Agreement.
3. NFFE Locals may request that a representative receive the training to understand the impact on working conditions for bargaining unit employees.
4. In accordance with the Master Agreement Article 2 Section 13, if the Department establishes a chartered process action, work group or committee; the Union will be given the opportunity to designate at least one representative to that group. NFFE representatives that participate will use official time allocated through the Master Agreement. Official time for representatives not already on official time will be requested in accordance with Article 2, when allocated official time is insufficient the parties will follow Article 2 Section 8 D of the Master Agreement.
5. Upon establishment of charter, workgroup & committee Management will notify the Union. This notification will be timely and in accordance the NFFE contract and rule, law and government regulation. Upon notification the Union shall provide the name of a representative to Management. Should the selected Union representative have no official time allocated local stations will meet their bargaining obligations for additional official time as outline in the Master Agreement Article 2 Section 8 D & Section 13.
6. If travel is required, the parties will adhere to all provisions of the Master Agreement and Federal Travel Regulation (FTR). When NFFE Master Agreement is silent on travel funding for Department charters process actions, workgroups and committees that affect working conditions, the employer will provide travel and per diem under the guidance of FTR.
7. NFFE may request and receive reports on operation and performance related to the Care Coordination and Integrated Case Management CC/ICM Proposal.

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8. NFFE midterm team reserves the right to address issues related to Care Coordination and Integrated Case Management CC/ICM Proposal that impact the conditions of employment affecting working conditions that have not been covered by this MOU.
9. Current Pilot locations include the Dwight D. Eisenhower VAMC in Leavenworth Kansas. If other locations are added, the agency will notify NFFE and meet any duty to bargain.
10. NFFE Locals may elect to bargain on the local impact and implementation of Care Coordination and Integrated Case Management CC/ICM Proposal at their facility and/or duty station.
11. 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.

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Department of Veterans Affairs (VA)

Jeffrey Shapiro
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President, NFFE-IAM, VA Council

7/05/2018
Date

6/22/2018
Date

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7/5/2018
Date