Memorandum of Understanding

The following constitutes an agreement of between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees, (AFL-CIO) National VA Council #53 (NVAC) concerning VHA Directive 2012-023, Extended Hours Access for Veterans requiring Primary Care including Women's Health and Mental Health Services at Department of Veterans Affairs (VA) Medical Centers and selected Community Based Outpatient Clinics.

1. The national parties agree that this VHA Directive is intended for Primary Care, Women's Health Primary Care Services and General Mental Health Outpatient Services, full ranges of services.

2. Extending hours pursuant to this Directive to weekdays or weekend are to avoid walk-in clinics or situations that could be available during normal hours.

3. Bargaining unit employees in Primary Care, Women's Health Primary Care services and General Mental Health Outpatient services may volunteer to work the extended hours on the weekdays or weekends.

4. If there are too many or not enough volunteers, seniority amongst qualified employees shall be the criteria used in making the selection. This subject is appropriate for local negotiation.

5. After one (1) year of implementation, a reassessment will be completed to review utilization and to determine the best option for delivering extended hours service. This information will be made available to the NVAC and AFGE locals.

6. Bargaining unit employees working extended hours at their duty station and/or physical work location shall be provided the same security provided during normal working hours.

7. Local unions may elect to bargain further on this VHA Directive, so long as there is no conflict with the MOU or the Master Agreement.

8. Upon their receipt, the appropriate management officials shall provide a copy of this MOU to the Local Union President.

Richard L. Watkins, VA LMR Consultant
Department of Veterans Affairs (VA)

11-29-12
Date

Oscar L. Williams Jr., 2nd Exec. Vice President
National VA Council #53 (NVAC)

11/29/2012
Date

James Zeveski, VHA LMR Consultant
Veterans Health Administration (VHA)

11/29/2012
Date