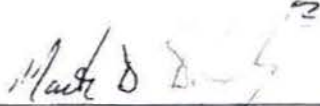


MEMORANDUM OF UNDERSTANDING (MOU)

The following constitutes an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Association of Government Employees (SEIU/NAGE) regarding Clinic Cancellation of Patient Activities specifically to Hybrid Title 38 positions.

1. The parties agree to follow Article 17, Time and Leave, of the NAGE/ VA Master Agreement.
2. A list of current Hybrid Title 38 positions of Healthcare Providers will be attached to this MOU. VA Handbook 5005 Part III, Appendix O: FULL PERFORMANCE LEVELS FOR HYBRID TITLE 38 POSITIONS
3. Local Management will communicate the Clinic Cancellation of Patient Activities memo to impacted Hybrid Title 38 NAGE bargaining unit employee.
4. The parties agree the Clinic Cancellation of Patient Activities Memo applies to Hybrid Title 38 Employees who have their own clinic with scheduled appointments for patient treatment, not employees who are considered clinic support staff.
5. Local Management will provide the NAGE Local President a list of impacted employees.
6. Local Management will provide notification as required for any changes to the local procedure as a result of the implementation Clinic Cancellation of Patient Activities Memo.
7. NAGE reserves all rights contained in Article 13, National Consultation Rights and Mid-Term Bargaining, of the Master Agreement.
8. A signed copy of this MOU shall be posted on the Office of Labor Management Relations website within 10 calendar days of signing this agreement.
9. NAGE National and the Local Union President shall be provided with a copy of this signed MOU within 10 days of signing this agreement.


Robyn Stanton, LR Specialist, Date 10/12/17
VACO, Labor Management Relations
For the Department


Mark D. Bailey SR Date 10-5-17
National Representative, NAGE
For the Union


James Zeveski, Date 10/16/17
Labor Relations Consultant
For the Veterans Health Administration