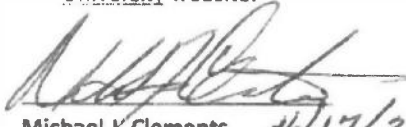## MEMORANDUM OF UNDERSTANDING

The following constitutes a Memorandum of Understanding (MOU) between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the National Association of Government Employees (NAGE) concerning the establishment of the Veterans Affairs Patient Aligned Care Team (PACT) University.

1. The parties agree enrollment in the VA Pact University (VPU) is voluntary and is meant to provide a new training concept to enhance the personal professional development of bargaining unit employees (BUE's) that will ensure competency in the principles of the patient centered medical home.

2. Training for BUE's related to their role on the PACT teams will be on duty time and provided at various times during their tour of duty and will be in accordance with Article 23 of the NAGE Master Agreement.

3. NAGE Locals may request to bargain on the local implementation of the VPU. Bargaining will be subject to Article 13 of the NAGE Master Agreement.

4. PACT staff team members are expected to receive initial and ongoing orientation training for their specific roles and responsibilities. Although this training is not mandatory it is an expectation that staff BUE's will complete the levels of curriculum designed for their occupation as a refresher or to improve performance.

5. Once BUE's have completed the four levels of curriculum for their occupation they are not expected to re-enroll in the same curriculum although it will be available if they choose to do so.

6. A signed copy of this MOU shall be posted on the Office of Labor Management Relations website within 10 calendar days of the signing this agreement.

7. NAGE National and the Local Union Presidents shall be provided a copy of this MOU within 10 days of the signing of this agreement.

8. The Department will add a hyperlink to this Memorandum of Understanding to the VA PACT University website.

Michael J. Clements   4/17/2017
LMR Specialist
Department of Veterans Affairs

Mark D. Bailey, Sr.
National Representative
N.A.G.E.

James A. Zeveski
Labor Relations Consultant
VHA   C4/17/2017