

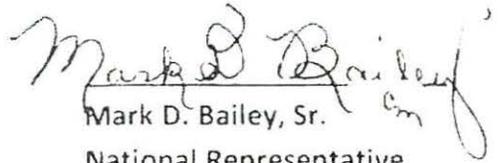
MEMORANDUM OF UNDERSTANDING

The following constitutes a Memorandum of Understanding (MOU) between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA), and the National Association of Government Employees (NAGE) concerning VHA Handbook 1605.1, Privacy and Release of information.

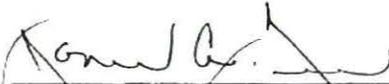
1. Consistent with Article 19 of the VA/NAGE Master Agreement, training shall be on duty time and management will make schedule adjustments to accommodate and employee's training program.
2. Concerns or information regarding VHA Handbook 1605.1 from bargaining unit employees will be responded to by Department officials within a reasonable timeframe.
3. NAGE Locals may request to bargain on the local implementation of VHA Handbook 1605.1. Bargaining will be subject to Article 10 or Successor Agreement.
4. The monitoring of VA employees will meet all federal privacy requirements and will be in accordance with Laws and regulations.
5. VA shall only disclose employee information in accordance with the Privacy Act, 38 USC 5701, 5705 and 7332, the Health Insurance Portability and Accountability Act (HIPPA), and other applicable federal privacy laws, rules and regulations.
6. VA employees will not be harassed or reprimed against for being a Whistleblower.
7. Access to Veteran and/or bargaining unit employee records or files will be in accordance with Article 42 of the Master Agreement.
8. The Privacy Officer or Information Security Officer will provide employees upon request any and all information pertaining to individuals accessing their health records file.
9. 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.
10. NAGE National and the Local Union Presidents shall be provided a copy of this MOU within 10 days of signing this agreement.

 8/10/16

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 8/10/2016

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