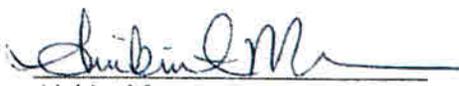


Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration and the National Federation of Federal Employees (NFFE) concerning the Enterprise Health Management Program (eHMP).

1. The Parties recognize that eHMP will represent a significant enhancement to the efficiency of Veterans' healthcare system, maintenance of medical records, improved communication between DoD, and improve patient satisfaction. The parties fully embrace this initiative.
2. Upon implementation all impacted NFFE bargaining unit employees may request and receive training where appropriate in eHMP once access has been approved. Training will be conducted in accordance with Article 36, Training, of the Master Agreement. Local facilities will meet all contractual obligations concerning training on eHMP software. Employees will be given sufficient training to be proficient in the navigation and use of the eHMP software and can request remedial training. Training will be conducted via online training, recorded video training and/or classroom training, provided by the local site, where available.
3. Consistent with Article 2, Sections 12 and 13 of the Master Agreement, in the event that the VA creates a committee at the national, intermediate or local level related to the VA's eHMP Directive, NFFE can designate a representative to that committee. The NFFE union representatives participating on these committees will be on official time. If the union representative is not currently receiving an official time allocation, he or she may request, and receive, official time to attend the meeting. The official time granted under this MOU is independent of the official time granted to the union representative under the Master Agreement or any local agreements, if applicable. If travel is required the parties will adhere to all provisions of the Master Agreement and Federal Travel Regulations.
4. An assessment of the eHMP release will be provided to NFFE National upon its completion.
5. The Department agrees to notify the appropriate NFFE local union official prior to the implementation of eHMP.
6. Upon request, the local union official may receive appropriate eHMP training where provided in order to understand the impact upon the bargaining unit.
7. The Department agrees to notify NFFE if additional training or software of the eHMP is to be forthcoming and will meet its bargaining obligations with NFFE.

FOR THE AGENCY


Ainbint Munn,
Labor Relations Specialist
Department of Veterans Affairs (VA)

12/18/2015
Date

FOR THE UNION


Jeffrey Shapiro
President
NFFE-IAM DVA Council

12/17/2015
Date


James Zewski,
Labor Relations Consultant
Veteran Health Administration (VHA)

12/8/15
Date