Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration, and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC), concerning VA Handbook 5011 implementing the provisions of the "Caregivers and Veterans Omnibus Health Service Act of 2010" (Public Law 111-163, dated May 5, 2010) as it relates to hours of duty and leave for registered nurses within the Veterans Health Administration (VHA).

Management will maintain up-to-date the "Frequently Asked Questions" (FAQ) guide concerning changes to VA Handbook 5011 regarding alternate work schedules (AWS) for registered nurses at: http://vaww1.va.gov/ohrm/WorkLife/DutyHours/DutyHoursQAs.htm#AWSRNs.

Registered nurses who request to work an AWS will be apprised of any effect on their employment prior to committing to work an AWS.

Nursing staff may on a voluntary basis elect to work overtime hours that have been approved by management under emergency circumstances.

Subject to Public Law 111-163, the refusal of nursing staff to work hours otherwise prohibited by the law may not be grounds for adverse action.

AFGE Locals may request to bargain on local implementation of alternative work schedules at their duty station in accordance with this MOU.

The appropriate management official shall provide a copy of this agreement to the local union president, upon receipt.

Barbara Whitson-Casanova
For National VA Council #53

9/11/12
Date

Edson Morales, LR Specialist (VACO/LMR)
For the Department of Veterans Affairs (VA)

9/18/12
Date

Sylma Vargas, VHA HR Consultant
For the Veterans Health Administration (VHA)

9/17/12
Date