

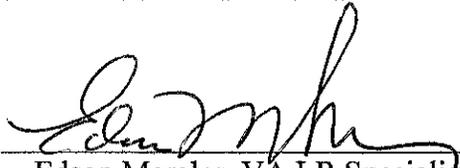
Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, (AFL-CIO), National Veterans Affairs Council #53 (NVAC) concerning VA's Non-VA Medical Care Way Forward (NVCWF) Initiative in Veterans Health Administration, Chief Business Office Purchased Care (CBOPC).

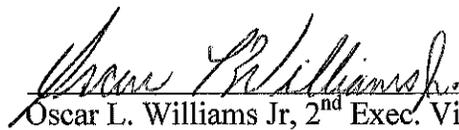
1. The national parties understand that effective October 1, 2014 under the provisions of the Veterans Access, Choice and Accountability Act (Public Law 113-146, Section 106) the Secretary of Veterans Affairs shall transfer the authority to pay for hospital care, medical services and other health care furnished through non-VA providers, from the Veterans Integrated Service Networks and medical centers of the Department of Veterans Affairs, to the Chief Business Office of the Veterans Health Administration of the Department of Veterans Affairs. As a result of the implementation of the PL 113-146, a review of the duties and responsibilities of bargaining unit employees, who process claims payment of Non-VA Care was conducted in order to determine which employees should be re-organized under CBOPC Station 741. AFGE Locals shall be provided a copy of the review determination.
2. Bargaining unit employees in the following organization and/or units are affected by the Veterans Access, Choice and Accountability Act (PL 113-146). Staff associated with the CBO Purchased Care re-organization is:
 - Staff associated with the payment of claims for all Non-VA medical care to include hospital care, medical services and other health care from non-VA providers.
 - Other health care includes:
 - Staff associated with the payment of claims for Geriatrics and Extended Care (GEC)
 - Staff associated with the State Home Per Diem Program
 - Staff associated with the CHAMPVA In-House Treatment Initiative (CITI)
 - Staff associated with the Non-VA Dental Care Program
 - Staff associated with the Emergency Prescription Refill Program
3. The following shall apply to CBOPC virtual bargaining unit employees that remain at their current duty location under Station 741:
 - All employees will be provided with information on the procedures for leave requests and approval in accordance with the VA/AFGE Master Agreement and current national MOUs.
 - Grievance meetings at all steps will be in accordance with Article 43, Section 7 of the VA/AFGE Master Agreement dated March 15, 2011 or its successor document.
 - Virtual employees in similar positions at their current duty location shall be considered a leave group for the purpose of selecting their annual leave.

- Management agrees to provide all virtual bargaining unit employees and their AFGE Local with the supervisory line of authority.
 - Leave coverage for Utilization Review Positions (UR) shall be in accordance with VA Handbook 5011.
 - Bargaining unit employees subject to this re-organization under CBOPC will not lose any scheduled leave, promotions, within grade increase or transfers due to this re-organization under PL 113-146.
 - Non-VA Care bargaining unit employees re-organized under station 741 will continue to be eligible for performance awards for the FY-14 rating period from their previous duty station.
 - Non-VA Care bargaining unit employees re-organized under station 741 will continue to receive their previously approved tuition reimbursement.
 - CBOPC virtual bargaining unit employees will still be under their duty location Local Supplement Agreement or any MOU on the selection and scheduling on leave.
4. The following areas of consideration apply for filling vacant, virtual or newly announced positions under Article 23, Section 8 in CBOPC station 741:
 - The first area of consideration shall include all virtual bargaining unit employees under CBOPC Station 741, at their current duty location.
 - The second area of consideration shall be limited to AFGE bargaining unit employees in the rest of CBOPC Station 741.
 - The third area of consideration will be for all other AFGE bargaining unit employees.
 5. In accordance with Article 37 – Training and Career Development of the VA/AFGE Master Agreement or its successor Article, the Department will provide the training necessary to enable virtual CBOPC bargaining unit employees to perform all required duties.
 6. Virtual CBOPC bargaining unit employees are included in the AFGE Local of representation. In accordance with Article 23 Section 8, such bargaining unit employees are included in the first area of consideration for vacant unit positions at their current unit duty location.
 7. All virtual CBOPC bargaining unit employees will continue to be represented by the AFGE Local currently representing them. Such virtual bargaining unit employee(s) shall be entitled to maintain their elected or other representational responsibilities and be able to work as union representatives at their current AFGE location.
 8. All bargaining unit employees assigned to the CBOPC shall have the opportunity to voluntarily participate or continue to participate in committees and/or task forces.

9. Grievances shall be delivered to the virtual employee's immediate supervisor.
10. NVAC reserves its right to address matters related to the CBOPC re-organization of this Non – VA Care Way Forward initiative, as they occur.
11. In the event the Department subsequently reorganizes CBOPC which results in bargaining unit employees no longer being under the direct supervision of VHA/CBO but under the supervision of VHA VISNs and/or Medical Centers, impacted Non-VA Care bargaining unit employees will be given priority consideration for reinstatement into their former positions under the terms of the VA/AFGE Master Agreement Article 28 or its successor Article.
12. Upon their receipt the appropriate management officials shall provide a copy of this MOU to the AFGE Local President.



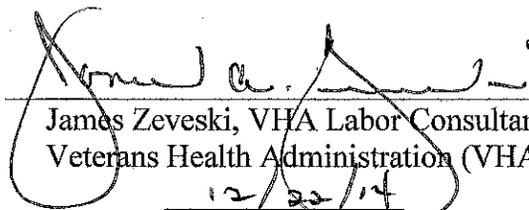
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12/19/14
Date

12/16/2014
Date



James Zeveski, VHA Labor Consultant
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12/22/14
Date