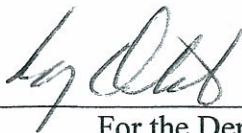


MEMORANDUM OF UNDERSTANDING

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 Handbook 5015, Employee Learning and Professional Development.

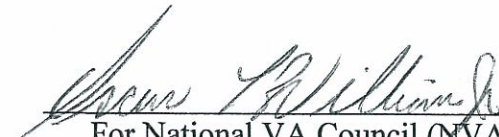
1. VA encourages board certified physicians and dentists to maintain their certification(s) to enhance delivery of quality patient care. To this end, said physicians and dentists appointed under 38 U.S.C. 7401(1) shall be reimbursed for allowable expenses incurred, up to \$1,000 per year, for continuing professional education in accordance with the provisions of 38 USC §7411 and VA Handbook 5015.
2. To qualify for reimbursement, eligible physicians and dentists will attend accredited training in accordance with the procedures in Article 34, and submit documentation required for reimbursement as established by Federal Travel Regulations.
3. In accordance with VA Handbook 5015, paragraph 9, facilities may reimburse expenses for more than one course, but may not limit the total reimbursement to less than \$1,000 per year.
4. The reimbursement as authorized by the Federal Travel Regulations shall be for the amounts to include transportation, taxis, meals and incidental expenses, lodging, tuition and all materials listed to be purchased in the course announcement or related documentation.
5. Subject to management approval, physicians and dentists may be granted administrative leave for all or a portion of the absence associated with the training course in accordance with local policy and procedure.



For the Department (VA)

10/2/09

Date



For National VA Council (NVAC)

10-7-09

Date