

MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning VHA Traumatic Brain Injury (TBI) Mandatory Training.

1. VHA has mandated the following full time and part time Bargaining unit employees in the following disciplines are required to take the mandatory TBI training: Medical Doctors, Doctors of Osteopathy, Optometrists, Psychologists, Nurse Practitioners, Physician Assistants, Registered Nurses, Prosthetists, Orthotists, Social Workers or other clinicians who work in service/programs/CBOCs such as Primary care, mental health, rehabilitation, emergency rooms, neurology, spinal cord injury and eye care programs, or any other clinical areas where there would likely be contact with a TBI veteran, all VHA Audiologists, Blind Rehab Coordinators, Speech Pathologists, VIST Coordinators, Occupational Therapists, Physical Therapists, Kinesiotherapists, and Recreation Therapists working in Rehabilitation Programs are required to take the training as well as all clinicians in Readjustment Counseling Centers.
2. If VHA mandates additional occupations take the TBI training, the NVAC will be provided with a written updated list of occupations mandated to take the training and given the opportunity to bargain where appropriate. Such a list will be provided within seven calendar days after the decision is made to update the list.
3. TBI Comprehensive Training may be mandated for clinicians outside the disciplines listed in paragraph 1 above, at the discretion of local management officials with the proper authority. Local management will meet their labor bargaining obligations prior to the additional clinical occupations being required to take the training.
4. VHA agrees that all bargaining unit employees will be provided at least four (4) hours of duty time to take the training. The procedures to be used in arranging the duty time and schedule is an appropriate subject for local negotiations.
5. The national parties agree that the bargaining unit employees listed in paragraph 1 above may take the test as often as needed until they pass, as long as they pass by March 31, 2007.
6. In accordance with local policy on standards of practice for clinicians in various occupations and disciplines, bargaining unit clinicians shall be limited to the scope of their licensure in reporting TBI injuries to the proper management officials.

7. The national parties agree that a bargaining unit employee will be directed to the appropriate management person for whom they can ask for help in taking the TBI test.
8. The national parties agree that compensatory time (CT) in conjunction with TBI Comprehensive Training will be determined at the local level. Any bargaining

CT. shall be given four (4) hours of CT, by providing their certification of training for the TBI in accordance with all applicable laws, regulations and rules.

9. If VHA adds any new level one (1) Primary Polytrauma System of Care or any more level two (2) facilities, the NVAC President's Office and Chair Mid-Term Bargaining Committee will be notified as they occur.