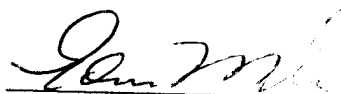


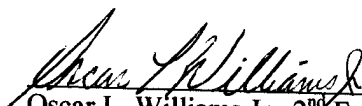
Memorandum of Understanding

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 the Emergency Department (ED) Intermediate Care Technician (ICT) pilot in VHA.

1. The national parties agree the Intermediate Care Technician Pilot is limited to the following locations: Albuquerque, NM; Bronx, NY; Charleston, SC; Cincinnati, OH; Cleveland, OH; Denver, CO; Detroit, MI; Hampton, VA; Huntington, WV; Memphis, TN; North Chicago, IL; Nashville, TN; San Diego, CA; San Juan, PR; and Spokane, WA.
2. Bargaining unit employees will not be adversely affected by the use of ICTs at the pilot sites.
3. Bargaining unit vacancies shall be filled in accordance with the VA/AFGE Master Agreement Article 23 Section 8.
4. All training provided to bargaining unit employees at the ICT pilot sites shall be on duty time.
5. AFGE Locals shall be notified when the ICT training or orientation to the scope of practice will be held. The notice shall be provided no less than three work days prior to the training or orientation.
6. AFGE Locals shall be given the opportunity to bargain on the local implementation of this ICT pilot at their duty location and/or station. If a pilot facility decides to make an involuntary move or reassignment of a bargaining unit employee to another clinical setting as a result of this initiative, notice will be sent to the National VA Council (NVAC) designee and all bargaining obligations related to the involuntary move or reassignment will be completed with the NVAC.
7. If this ICT pilot is to be implemented nationwide or beyond the pilot sites listed in this MOU, the Department shall notify the NVAC with an opportunity to bargain.
8. Upon their receipt, the appropriate management officials shall provide a copy of this MOU to the Local Union President.



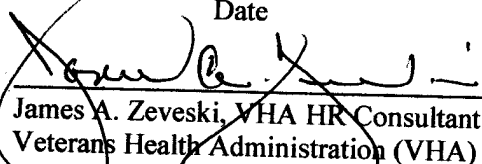
Edson Morales, VA LMR Consultant
Department of Veterans Affairs (VA)



Oscar L. Williams Jr., 2nd Exec Vice President
National VA Council #53 (NVAC)

12-19-12
Date

12-12-2012
Date



James A. Zeveski, VHA HR Consultant
Veterans Health Administration (VHA)

12/12/2012
Date