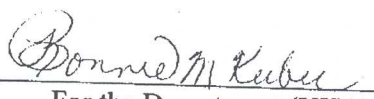


MEMORANDUM OF UNDERSTANDING

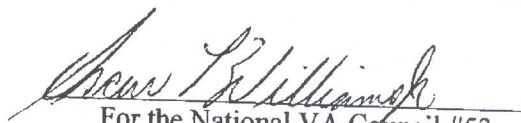
The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning VHA Handbook 1907.03 *Health Information Management Clinical Coding Program Procedures* at VHA facilities.

1. The parties understand that VHA Handbook 1907.03 has established minimum performance productivity standards. As such, the parties agree that local facilities will make every effort to consider all factors impacting performance when developing productivity standards.
2. All training required for bargaining unit coders will be on duty time.
3. The local unions may provide input into any changes to performance standards and/or the establishment of new performance standards established by VHA Handbook 1907.03.
4. If a facility establishes a committee or work group to develop local productivity standards for bargaining unit coders, local unions will be given the opportunity to name unit coders to serve as a subject matter experts in such committee or work group. If such subject matter experts are not accepted, local management will inform the local union of the reason for its decision.
5. Where productivity standards apply to only one bargaining unit coder, the bargaining unit coder may provide input into the development of those standards in accordance with Article 26 – Performance Appraisal dated February 1, 2006.
6. Where a local change in productivity standards applies to no more than 15 bargaining unit coders, the supervisor shall hold a meeting with the involved bargaining unit coders so they can provide input on the standards. The local union will be given the opportunity to attend the meeting.
7. NVAC reserves its rights to address future issues related to VHA Handbook 1907.03 as they occur that have not been covered by this MOU.
8. The appropriate management official shall provide the Local Union President with a copy of this MOU upon their receipt.



For the Department (VHA)

9-24-08
Date



For the National VA Council #53

9-22-08
Date