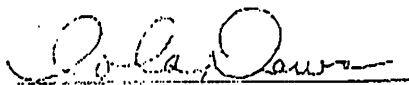



## MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Veterans Affairs (VA) Healthcare System of Ohio, VISN 10 and the American Federation of Government Employees, AFI-CIO, National VA Council #53 (NVAC) concerning the management transition of the VISN Non-VA Care Program from the VISN 10 Network Office to the Cleveland VA Medical Center.

1. The following shall apply to all VISN 10 Non-VA Care Program employees:
  - A. The parties agree that employees or union grievances will be in accordance with the Master Agreement, Article 43 Negotiated Grievance Procedures.
  - B. Grievance meetings at all steps will be held at the employee's duty location and shall be delivered in accordance with the below:
    - i. First Line Supervisor
    - ii. Non-VA Care Manager
    - iii. Chief of PCAS, Cleveland VA Medical Center
  - C. The parties agree that all leave requests approved prior to this transition of management will be honored.
  - D. Each employee will be allowed to apply for postings restricted to internal applicants only at the facility in which they are physically located which may include assigned duty station as if they were an internal employee.
  - E. Both parties, upon proper notification, can request to re-open this MOU to address unforeseen issues that may arise within VISN 10 Non-VA Care Program.
  - F. Management will forward a copy of the organization chart of VISN 10 VACare Program to all Local Presidents with BUE's that will be performing these duties at their facility.

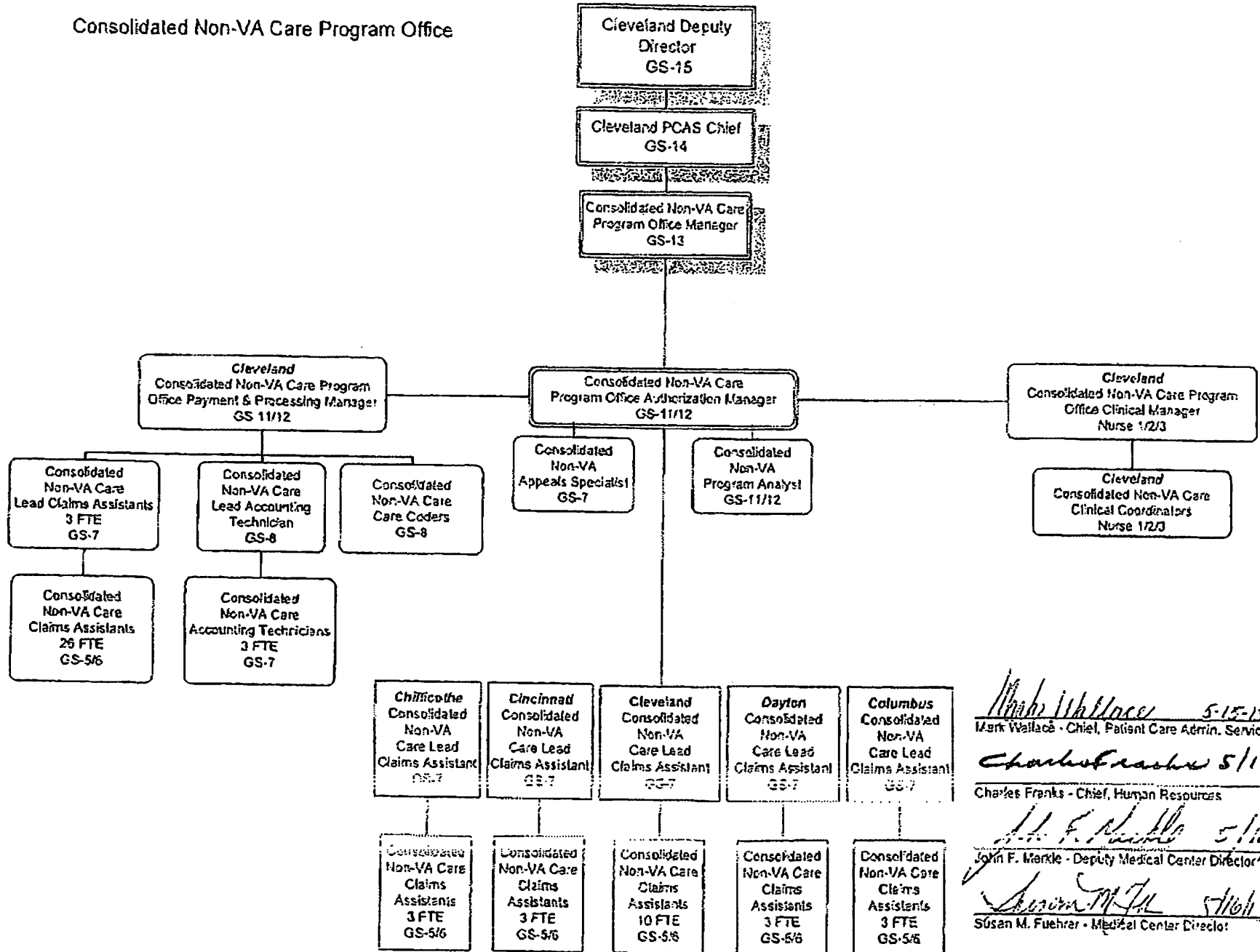
  
Lola Devos  
Chief Negotiator, VISN 10

Date: 8/20/13

  
Willie E. Haywood, Jr.  
Chief Negotiator, AFGE/NVAC

Date: 8/20/13

Consolidated Non-VA Care Program Office



*Mark Wallace* 5-15-13  
 Mark Wallace - Chief, Patient Care Admin. Service

*Charles Franks* 5/15/13  
 Charles Franks - Chief, Human Resources

*John F. Markle* 5/16/13  
 John F. Markle - Deputy Medical Center Director

*Susan M. Fuehrer* 5/16/13  
 Susan M. Fuehrer - Medical Center Director

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