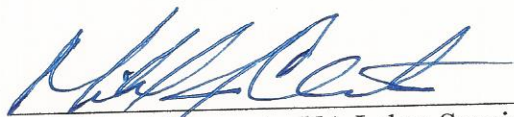


### Memorandum of Understanding

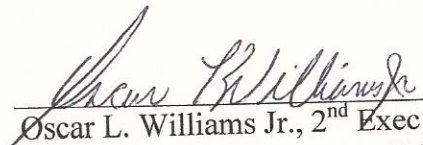
The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees (AFL-CIO), National Veterans Affairs Council #53 concerning the VHA Consolidated Patient Accounts Centers (CPAC) Productivity Assessment Tool (PAT) Billers Job Aid.

1. AFGE officers or representatives at all levels will use the current method that has been nationally negotiated to request their usage of official time.
2. AFGE bargaining unit employees shall be required to input their use of leave, in accordance with VA/AFGE Article 35 Time and Leave or its successor document.
3. AFGE bargaining unit employees shall not suffer any loss of pay, solely for failure to track their labor distribution activities in CPAC PAT Billers Job Aid.
4. Training related to CPAC PAT training shall be scheduled at various times during the bargaining unit employee(s) work day. All training shall be done during duty time.
5. Bargaining unit employees shall receive an explanation how CPAC PAT Billers Job Aid will promote better work efficiency within the CPACs, prior to any local implementation.
6. Time spent tracking bargaining unit employee's labor distribution work activities in CPAC PAT Biller Job Aid will not count against an employee's annual performance.
7. AFGE CPAC Locals have to right to bargain, the local implementation of the CPAC PAT Billers Job Aid use at their duty station.
8. AFGE Locals with virtual CPAC Billers, have the right to bargain on the implementation of the CPAC PAT Billers Job Aid use at their duty location.
9. Upon their receipt the appropriate management official will provide a copy of this MOU to the AFGE Local Union President.




Michael Clements, VA Labor Specialists  
For the Department of Veterans Affairs (VA)

3-26-2015  
Date



Oscar L. Williams Jr., 2<sup>nd</sup> Exec Vice President  
AFGE National Veterans Affairs Council #53

3/17/15  
Date



James Zeveski, VHA Labor Consultant  
For Veterans Health Administration (VHA)

3/20/15  
Date