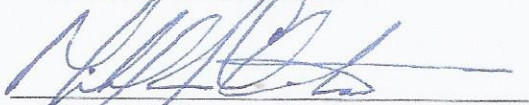
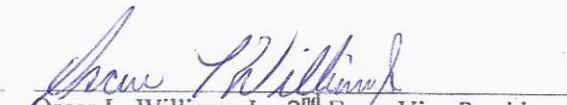


Memorandum of Understanding

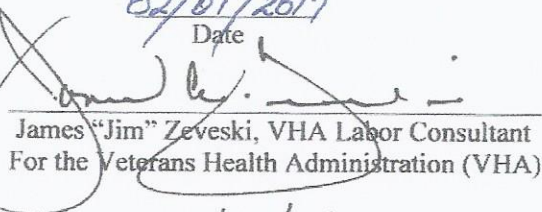
The following constitutes an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the American Federation of Government Employees (AFL-CIO), National Veterans Affairs Council #53 (NVAC) on VA Hire Right/Hire Fast (HRHF) program for Medical Support Assistants (MSA).

1. The national parties agree that VA's HRHF program is being implemented nationwide for external applicants applying for Medical Support Assistants (MSA) hires. Internal vacancy announcements of MSA still have to comply with Article 23 – Merit Promotion in the VA/AFGE Master Agreement dated March 15, 2011 or its successor document.
2. AFGE Locals shall be provided notice and given the opportunity to receive a briefing on the MSA HRHF process of external applicants. AFGE Locals by law cannot bargain on the hiring process of external applicants. Article 23 – Merit Promotion covers the hiring process of internal applicants.
3. Bargaining unit employees shall receive training related to MSA scheduling on duty time, at various times to allow all MSA staff to attend the training.
4. The MSA Job Fairs will not be used solely for the purpose of circumventing Article 23 – Merit Promotion, Section 8, on bargaining unit vacancy positions.
5. NVAC and AFGE Locals reserved their rights to address matters related to the MSA scheduling process and training as they occur.
6. Upon their receipt the appropriate management official shall provide a copy of this MOU to the AFGE Local President.


Michael J. Clements, VA Labor Specialist
For the Department of Veterans Affairs (VA)


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

02/01/2017
Date


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

02/01/17
Date

02/02/2017
Date