

Memorandum of Understanding

The following constitutes an agreement between the Veterans Health Administration (VHA), Veterans Integrated Service Network (VISN) 15 and the American Federation of Government Employees (AFL-CIO) National Veterans Affairs Council #53 concerning VISN 15 facilities implementation of AcuStaf.

1. The parties agree that AcuStaf training for bargaining unit employees will be on duty time and in accordance with the National MOU on Employee Self Scheduling Software System.
2. AFGE Locals within VISN 15 will have the authority to bargain on the local implementation of AcuStaf once the decision has been made to begin utilization of AcuStaf at their facility and/or duty location.
3. AFGE/NVAC shall be given the opportunity to appoint a representative on any VISN 15 committee and/or workgroup of AcuStaf.
4. AFGE VISN 15 Locals shall be given the opportunity to appoint a representative to serve on any local AcuStaf committee and/or workgroup.
5. AcuStaf data will not be the sole source relied upon for disciplinary actions or letters of counseling.
6. AFGE VISN 15 Local Presidents or their designees will be provided the following AcuStaf reports on bargaining unit employees upon their request:
 - Holiday rotation reports (To assure fair and equitable distribution)
 - Daily overtime (To assure fair and equitable distribution)
 - On-call/Holiday/available/regular shifts worked (To assure fair and equitable)
 - Regular scheduled hours (To view employees shifts)
 - Traded shifts vs. Pick-up shifts (To assure fair and equitable distribution)

Other reports may be provided, upon request of the VISN 15 AFGE Local President.

7. Local Union Presidents and Vice Presidents may request and receive AcuStaf training at their local station.
8. Bargaining unit employees privacy concerning the type of leave used will be protected.
9. VISN 15 facilities with AFGE bargaining unit employees, which have implemented AcuStaf shall comply with this MOU.

Digitally signed by Andrew A.
BUTLER, DN: cn=Andrew A.
Butler, o=AFGE, ou=AFGE
03200710200010011, email=
a.butler@afge.org, c=USA
500 2014.12.28 11:42:30 -0700



Management Representative



NVAC Representative