

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 Directive 2006-xxx entitled "Credentialing of Health Care Professionals" within the Department.

1. Change paragraph 4, ACTION, section a.(5) in VHA Directive to read "That labor-management obligations are met prior to implementing a Credentialing Program that involves, Title 5, Title 38 Hybrid or Title 38 practitioners employees represented by an exclusive labor representative."
2. Licensed Registered and Certified Health Care Professionals will be provided a credentialing letter, the "Quick Reference Guide", Fact Sheet, and Check List, addressing VHA Directive, "Credentialing of Health Care Professionals".
3. Attachment B-1 of the VHA Directive (attached to this MOU) provides a list of the applicable occupations that must be credentialed.
4. The appropriate management official shall provide bargaining unit employees the location of computers where they can access VetPro, reasonable amount of time to input their data into the computer, clear instructions on the use of VetPro, and where to call for assistance. That may involve arranging for scheduling at a computer laboratory with trained experts available to assist such employees in completing their credentialing forms on the internet.
5. Employees are responsible for ensuring that their multiple licenses, registrations and/or certification are consistently held in good standing and not allowed to lapse. Management is responsible for verifying the information referenced in the previous sentence.
6. In accordance with VA Handbook 5005, para 13.g.(1) and (2)

Facility officials who learn that a State licensing board will be delayed in processing renewal applications past the licensure or registration expiration date should notify [OHRM&LR's] Recruitment and Placement Policy Service (059) so that a general notice to all VHA facilities can be issued. If no such notice has been issued, facility officials should verify with the State board that VA employees are considered to be fully licensed or registered during the delay period. Verification of current licensure or registration may be obtained through telephone contact with the State board pending receipt of the renewal.

If an employee is unable to present evidence of current licensure or registration prior to the expiration date, facility officials should verify through written or telephone contact with the State board that the employee's application for renewal has been received and that the employee is considered to be fully licensed or registered. If officials are unable to verify this with the State board prior to the expiration date of licensure, the employee may be permitted to continue in a work status only if the employee certifies that application was made on a timely basis prior to the expiration date of licensure. The certification must include a statement that the employee understands that separation action may be initiated under provisions of VA Directive and Handbook 5021[, Part VI, Employee/Management Relations,] if evidence of renewal is not received within 30 workdays of the expiration date. Where possible, evidence of the employee's application for licensure or registration renewal should be provided.

7. The appropriate management official shall provide a copy of this MOU to the Local Union President upon their receipt.

Bonnie M. Keeber
For Veterans Health Administration (VHA)

Shawn L. Williams Jr.
For National VA Council #55

9-21-06
Date

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Date

ATTACHMENT B

APPLICABLE OCCUPATIONS

1. The following occupations must be credentialed:

Occupation Code	Occupation Title
180	Psychology
185	Social Work
610	Registered Nurse
620	Practical Nurse
630	Dietitian and Nutritionist
631	Occupational Therapist
633	Physical Therapist
647	Diagnostic Radiologic Technologist
648	Therapeutic Radiologic Technologist
651	Respiratory Therapist
660	Pharmacist
662	Optometrist
668	Podiatrist
681	Dental Assistant
682	Dental Hygiene

2. The following occupations have required education or may claim licensure, certification, or registration in which case credentialing is required:

Occupation Code	Occupation Title
635	Corrective Therapist
638	Recreation and/or Creative Arts Therapist
644	Medical Technologist
645	Medical Technician
661	Pharmacy Technician
665	Speech Pathologist and Audiologist
667	Orthotist and Prosthetist