

## 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 draft VHA directive on the certification of clinicians performing compensation and pension examinations.

1. The parties agree that the purpose of the certification is to provide a standard and consistent examination.
2. Management agrees that the exam review and testing will be on duty time.
3. Management agrees that the certification of providers is not a condition of employment.
4. Management agrees providers will be given six months to receive certification.
5. Management agrees that employees may take the C&P certification exam until it is successfully completed.
6. The parties agree that facility directors may provide up to \$1,000.00 per provider for certification.
7. Management agrees that employees shall not incur any cost with certification.

Donald M. Kabal  
For the Department (VHA)

5-24-07  
Date

Barbara Hutson-Casanova  
For the National VA Council #53

5-29-2007  
Date