

MEMORANDUM OF UNDERSTANDING  
Between  
AFGE Local 910 and Kansas City VA Medical Center

This Memorandum of Understanding (MOU) is entered between the Kansas City VA Medical Center (KCVA) and the American Federation of Government Employee (AFGE), Local 910. The subject of this MOU pertains to the process of scheduling mandatory extra shifts outside regular duty hours taken either in overtime (OT) or compensatory time (CT) for bargaining employees within the Pharmacy Service.

The parties agree that the purpose of this MOU is to assure the Pharmacy Service has a system in place for offering or assigning extra shifts outside regular duty hours thereby providing notice to employees to the extent possible to meet the needs of the service. This MOU is being instituted to accommodate a staffing shortage due to unplanned vacancies, by providing a method to cover those shortages.

In the event an employee does not report for their shift, management will canvas all outpatient pharmacist or pharmacy technician to solicit volunteers, by deciding seniority Highest to lowest and if there is no volunteer, management will maintain a mandatory roster of employees based on least to highest seniority who will be selected to fill in that missed shift. As an employee is selected from the Mandatory Roster, they will be excluded from selection again until all other employees are selected from the roster. Each employee will be required to fill in from the mandatory roster list as necessary to meet the needs of the service.

**Definition of Seniority:** Seniority will be defined by the date that the employee was assigned to the Pharmacy Service within their professional capacity. If two employees were assigned to the Pharmacy Service on the same date, then the date that the employees were assigned to the Kansas City VA Medical Center will be utilized to determine Seniority. If further determination is required, the employees' Federal Service Computation Date will be utilized.

This agreement will remain in effect until November 1, 2020 at which time either parties can request a review and extend or determine the MOU is not longer required.

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Christina Mears, Chief  
Pharmacy Service

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Date

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Ricky Vest, President  
AFGE Local 910

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Date