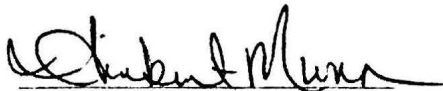


### Memorandum of Understanding

This memorandum of understanding (MOU) sets forth an agreement between the Department of Veterans Affairs (VA), the Veterans Health Administration (VHA) and National Nurses Organizing Committee, National Nurses United (NNOC, NNU). This MOU is entered pursuant to the provisions 5 U.S.C. Chapter 71 and applies to all registered nurses represented by NNOC NNU regarding the implementation of VHA Directive 1611, Safe Patient Handling Mobility Program.

1. The Department will provide RNs education and training on safe patient handling on all equipment and devices in accordance with VHA Directive 1611. All education and training will be done on duty time.
2. In accordance with Article 15, Section 2 of the Master Agreement if RNs believe work assignments requiring the use of safe patient handling equipment is unsafe they will immediately notify their supervisor or other appropriate Department official for discussion, assessment and determination of whether or not the assignment should be carried out. A RN may submit their concerns regarding the assignment in writing in accordance with the Master Agreement.
3. In accordance with Article 27, Section 1, the RN believes the works assignment poses an imminent danger to themselves or the patient, they will notify his/her supervisor or another supervisor who is immediately available.
4. NNOC/NNU at the local levels will be given the opportunity to bargain the impact and implementation of the Safe Patient Handling and Mobility Program as long as it does not conflict with this MOU.
5. Upon request and in accordance with Article 27, Section 4. Ergonomics and Safe Patient Handling, Local NNOC, NNU will be provided with reports of any RN injuries related to safe patient handling.
6. The effective date of this agreement will be the date signed by both parties. VACO LMR will expeditiously provide the local VA facilities with a signed copy of the agreement. The appropriate local management official will provide a copy of the signed MOU to the local NNOC NNU Director upon their receipt.

#### FOR THE AGENCY



Ainbint Munn  
Labor Relations Specialist  
Department of Veterans Affairs (VA)

1/17/2018

Date



James Zeveski,  
Labor Consultant  
VHA Workforce Management and Consulting

01/17/2018

Date

#### FOR THE UNION



Irma Westmoreland, RN  
President  
NNOC/NNU

1-17-2018

Date