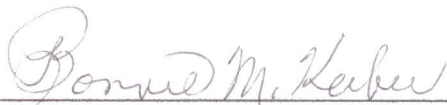


MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, (VA) and the American Federation of Government Employees, AFL-CIO, and National Veterans Affairs Council #53 concerning the implementation of Compounding Sterile Preparations (CSP) standards in VA Pharmacies.

1. The Department will provide the training necessary to enable employees to perform all required duties regarding the implementation of USP Chapter 797.
2. Any reference to JACHO is for historical purposes only. Such reference to JACHO has no effect on conditions of employment of bargaining unit employees. Bargaining unit employees shall be responsible for adhering to any VA or facility policy on USP Chapter 797.
3. If glove boxes (barrier isolators) are used, the Department will ensure that the following controls are implemented for employees in VA Pharmacies:
 - Utilize job enlargement (periodically performing other activities) to avoid long continuous use of a glove box. Employees may not spend more than 30 continuous minutes at a glove box. They shall be assigned other duties for a sufficient period of time to relieve static loading from their shoulders.
 - Provide anti-fatigue matting for extended use of a glove box.
 - The Department shall make available a sit-stand seat to alleviate stress on the lower back.
4. The USP Chapter 797 guidelines will be readily available to employees for reference for questions.
5. The Department will ensure that employees have the appropriate equipment and supplies necessary for the implementation of USP Chapter 797.
6. Local unions may negotiate further on this matter so long as those negotiations do not conflict with this MOU.
7. The appropriate management official shall provide a copy of this MOU to the local Union president, upon their receipt of this MOU.



For the Department (VA)

11-5-05

Date



For the National VA Council #53

11-1-05

Date