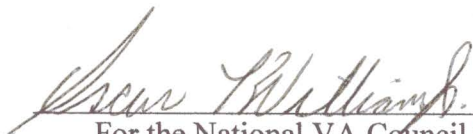


## MEMORANDUM OF UNDERSTANDING

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 the implementation of 11:30 pm to 8:00 am shift to facilitate Patient Hand-Off in Communication.

1. The national parties agree that any implementation of an 8 ½ hour shift to cover the midnight tour of duty will not restrict movement of the bargaining unit employee during their 30 minutes of non-duty time, unless required because of patient care needs. Where bargaining unit employees are not provided relief during their 30 minutes of non-duty time, they shall be compensated by authorized overtime or at the employee's written request for compensatory time. Any prior local agreement must be amended to include this language.
2. Upon request, and to the extent appropriate under applicable law, local management will bargain on the availability of and space for vending machines.
3. The national parties agree there is more than one option to provide the face-to-face hand-off in communication between nursing staff. VHA facilities that have adequately implemented patient hand-off in communication coverage pursuant to local agreement, prior to the signing of this MOU may continue with their local agreement.
4. At VHA facilities where no shift overlap in patient hand-off in communication has been implemented, local bargaining is appropriate to the extent it is consistent with 38 USC 7422, other applicable laws, this MOU and the Master Agreement.
5. NVAC and local union are encouraged to raise concerns with implementation of the 11:30 pm to 8:00 am shift and management will address these concerns.
6. This MOU shall be sent to all facilities. The appropriate management official will provide a copy of this MOU to the local union president, upon receiving it.

  
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For the Department (VHA)

  
\_\_\_\_\_  
For the National VA Council #53

11/31/07  
Date

11-01-07  
Date