MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC), concerning VHA Directive 2010-034, Staffing Methodology for VHA Nursing Personnel:

1. AFGE Local Presidents may appoint a representative on the Facility Based Expert Panel.

2. The AFGE representative on the Facility Based Expert Panel may be oriented or receive training by local Management on Staffing Methodology.

3. AFGE Local Presidents may appoint a bargaining unit nursing staff employee for the Unit Based Expert Panel. The AFGE's appointee must be from the nursing staff on the nursing work unit for the United Based Expert Panel.

4. The bargaining unit nursing staff employee appointed by the AFGE to participate on the Unit Based Expert Panel must act as a peer on the Unit Based Expert Panel and not as a representative of AFGE.

5. Bargaining unit nursing staff employees on Unit Based Expert Panels may be oriented or receive training by local Management on Staffing Methodology.

6. Upon receipt, Management will provide a copy of this MOU to the AFGE Local President.

7. In exchange for the Agency's agreement to sign this MOU the Union agrees to withdraw the unfair labor practice charge in Case No. WA-CA-11-0501.

Larry Bennett,
For the Department (VA)

3/1/12
Date

Sylma Vargas
For the Veterans Health Administration (VHA)

3/1/12.

Barbara Whitson
For the National VA Council #53 (AFGE)

3/1/12
Date