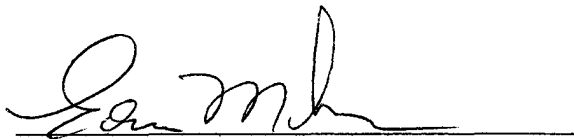


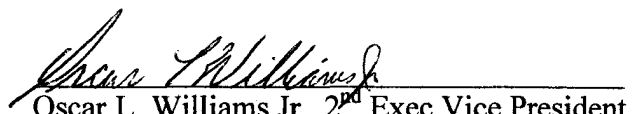
Memorandum of Understanding

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 VHA Directive 2012-xxx the Use of Unlicensed Assistive Personnel (UAP) in Administering Medication.

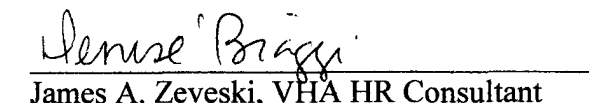
1. Licensed personnel shall not be negatively affected by the individual actions or lack thereof, of an UAP who has been trained, certified, and appropriately assigned per this Directive; and approved by the facility Director.
2. All training provided to bargaining unit employees in regards to this VHA Directive shall be on duty time. Upon request, AFGE Locals shall be provided a copy of the training course certificate, and competency assessment of the bargaining unit UAP that is maintained in their competency folder.
3. AFGE Locals may submit names of individuals to be considered to serve on the appropriate facility medication management committee.
4. AFGE Locals shall be given the opportunity to bargain on the local implementation of this VHA Directive once the facility Director has approved the use of UAP in administering medications.
5. AFGE Locals shall be given the opportunity to bargain on the facility written policies and procedures for UAP prior to any implementation.
6. Upon their receipt, the appropriate management official shall provide a copy of this MOU to the Local Union President.


Edson Morales, VA LMR Consultant
Department of Veterans Affairs (VA)

12-19-12
Date


Oscar L. Williams Jr., 2nd Exec Vice President
AFGE National VA Council #53 (NVAC)

12/13/2012
Date


James A. Zeveski, VHA HR Consultant
Veterans Health Administration (VHA)

12-19-12
Date