

VHA 5007 Updates to Pay Administration (PSB Dissolution)

Memorandum of Understanding

This memorandum of understanding (MOU) sets forth the agreement between National Nurses Organizing Committee/National Nurses United (NNOC/NNU) and the Department of Veteran Affairs (VA) and Veterans Health Administration (VHA). This MOU is entered pursuant to the provisions 5 USC Chapter 71 and applies to all registered nurses represented by NNU. The parties to this memorandum enter into this agreement for the purposes of establishing a mutually beneficial agreement concerning the implementation of VA Handbook 5007 Updates to Pay Administration (PSB Dissolution).

1. In accordance with the NNU Master Contract Article 2, Section 2, wherever VA Handbook 5007 Updates to Pay Administration (PSB Dissolution) expressly conflicts with the NNU Master Contract, the NNU Master Contract shall govern.
2. In accordance with Article 50, if the Department makes any changes to VA Handbook 5007, Updates to Pay Administration, the Department will forward a notification of all proposed changes for which there is a statutory bargaining obligation to the chair of NNOC/NNU and a second designated national representative, along with copies of all relevant documents.
3. In accordance with Article 3 NNOC/NNU and the Department are encouraged to support collaborative relationship with open communication that facilitates collaborative recommendations, cooperation, and mutual respect. Therefore, the parties agree that NNOC/NNU will be briefed at the appropriate mid-term bargaining level in accordance with Article 50, Section 1 on the establishment of guidance and templates for setting initial rates of pay previously recommended by the PSB.
4. The Agency shall not discriminate or retaliate against individuals in the establishment, setting, or recommendation of initial pay rates, based on their coverage in a protected class or participation in a protected activity, as defined in applicable statutes, policies, handbook, or bargaining unit agreements.
5. This MOU will expire at the issuance of a successor MOU, revision, or rescission of VHA Handbook 5007. Parties agree if there is a change to VHA Handbook 5007 that triggers a duty to bargain, the Agency will meet its bargaining obligations prior to implementation of the Handbook.
6. Copies of this MOU will be distributed to management and the NNU local union director/or designee at each NNU local within (10) ten days of signature and publishing of VA Handbook 5007. This MOU will be posted on VA LMR website.

FOR THE AGENCY

LYNDSEY MILLER Digitally signed by LYNDSEY MILLER
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NNOC/NNU-VA

Lyndsey Miller

Labor Relations Specialist

VACO LMR

Date: 09.27.2023

FOR THE UNION

Irma L. Westmoreland R.N.

Irma Westmoreland, RN Labor Relations Specialist Chair,

Date: 9.27.2023

Brandon T.
Hickok 727208

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Brandon Hickok
Labor Relations Specialist
VHA LMR

Date: 10/16/2023