

### Memorandum of Understanding

This memorandum of understanding (MOU) sets forth an 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 U.S.C. Chapter 71 and applies to all registered nurses represented by NNU. The parties in this memorandum enter into this agreement for the purposes of establishing a mutually beneficial agreement concerning the implementation of the "Seasonal Influenza Prevention Program for VHA Healthcare Personnel".

1. RN's will follow the VHA Directive 1192, *Seasonal Influenza Prevention Program for VHA Healthcare Personnel*, consistent with this MOU.
2. The Department will provide a flu vaccination through employee health services to bargaining unit RN's that request to receive a vaccination.
3. RN's will wear a mask if they choose not to take the flu vaccine consistent with VHA Directive 1192 and this MOU.
4. The Department agrees to provide sufficient number of masks to bargaining unit RNs to comply with VHA Directive 1192. If the Department is unable to supply masks the RN will not be considered to be in violation of VHA Directive 1192.
5. Masks necessary for employee compliance will be kept in sufficient supply in areas where health care personnel are required to wear mask. If NNOC/NNU locally does not believe masks are being placed in enough areas of the hospital for which RNs are required to wear them, NNOC/NNU can make suggestions for additional areas where masks should be placed and the Department will not unreasonably deny these requests.
6. The Department will provide NNOC-NNU aggregate data by facility on the number of RN's that received a flu vaccination on a yearly basis. Any additional electronic aggregated data tracked as a result of VHA Directive 1192 will be provided upon request in accordance with Article 45, Section 4 of NNU/VA Master Agreement.
7. Bargaining unit RN's may elect to voluntarily wear a button or sticker provided by the Department indicating they have received a flu vaccination.
8. The Local NNOC-NNU leadership will be notified of the dates participation in the seasonal flu program is required. If the flu season is extended NNOC-NNU will be notified of the extension period and provided the reason for the extension in writing.
9. If available, bargaining unit employees will be provided instructions on how to submit VA -Form 10-9050 and supporting medical documentation electronically.

RS  
5/16/18  
5/4/18  
12

10. RN's that received their vaccination prior to facility leadership notifying the employees of their required participation in the current 2017 Seasonal Influenza Prevention Program may attest to their seasonal influenza vaccination and need not provide medical documentation.
11. The Department agrees to follow Article 31, Non Disciplinary, Disciplinary, and Major Adverse Actions of the Master Agreement as it relates to RNs in violation of VIIA Directive 1192.
12. The signing of Appendix B does not waive any bargaining unit RN rights to privacy on the disclosure of being vaccinated or declining the influenza vaccination
13. The effective date of this agreement will be the date signed by both parties. VACO LMR will expeditiously provide the local VA facilities with a signed copy of the agreement. The appropriate local management official will provide a copy of the signed MOU to the local union NNU Director upon their receipt.

Randy Stanton  
For VACO-LMR

5/7/18  
Date

Diana L. Westmacland, RN  
For NNOC, NNU

5-16-18  
Date

[Signature]  
For VIIA  
5/4/2018  
Date