

Memorandum of Understanding

This memorandum of understanding (MOU) sets forth an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Nurses Organizing Committee, National Nurses United (NNOC/NNU). This MOU is entered pursuant to the provisions 5 U.S.C. Chapter 71 and applies to all advanced practice registered nurses and registered nurses represented by NNOC/NNU regarding the implementation of VHA Directive 1085.01 Smoke-free Policy for Employees at VA Health Care Facilities.

1. The Department will offer alternative smoking cessation therapies to all RNs and APRNs who desire to quit smoking and seek assistance in accordance with Article 27 & VHA Directive 1057 Smoking Cessation Benefit for VHA Employees: No Cost Provision of Nicotine Replacement Therapy. This program will be on a volunteer basis to those RNs and APRNs who wish to seek assistance in smoking cessation.
2. The Department will provide education and training on the smoke free policy. The education and training will focus on the implementation of the policy and cessation assistance.
3. The Department will give all RNs and APRNs a sixty (60) day notice prior to implementation of the smoke free policy.
4. It will not be the RNs responsibility to communicate the provisions of VHA's Directive 1085 to veterans prior to implementation.
5. Consistent with VHA Directive 1085, it will be the responsibility of Medical Center Directors or the management designee(s) to communicate the provisions of VHA Directive 1085 to Veterans. RNs who feel threatened or harassed or encounter any inappropriate behavior/conduct toward them in the workplace may contact their or immediate supervisor or a Management official to report it. It will be Management's responsibility to take appropriate action so the RNs are not subjected to inappropriate behavior/conduct in the workplace.
6. NNOC/NNU Nationally and Locally will be allowed to provide input into the future use of the "smoke shelters".
7. 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 NNOC/NNU Director upon their receipt.

FOR THE AGENCY

Michael J. Clements

Michael Clements
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Department of Veterans Affairs (VA)

7/24/2019

Date

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James Zeveski,
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7/24/2019

Date

FOR THE UNION

Irma Westmoreland, RN

Irma Westmoreland, RN
Chair
NNOC-NNU

7-24-19

Date