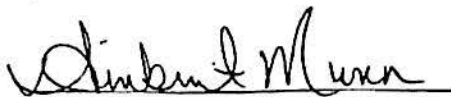


## Memorandum of Understanding

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 (APRNs) and registered nurses (RNs) represented by NNOC/NNU regarding the implementation of the Direct Issuance of Prosthetics in Primary Care and the Patient Self Referral Direct Scheduling.

1. The Department will ensure all bargaining unit RNs and APRNs will receive training on the Direct Issuance of Prosthetics in Primary Care. The training will allow for RNs and APRNs to ask questions. RNs and APRNs will be on duty time for the training and will be prior to implementation. Implementation will not be delayed by individuals who have not received training.
2. Local Management shall provide notification and the plan of any implementation of Direct Issuance of Prosthetics in Primary Care and Patient Self-Referral to Direct Scheduling to local NNOC/NNU officials at the local level prior to implementation. Consistent with this MOU, there shall not be local bargaining of the implementation of the Direct Issuance of Prosthetics in Primary Care and Patient Self-Referral to Direct Scheduling.
3. The Department will adhere to its own Handbooks and Directives governing Prosthetics in Primary Care and Patient Aligned Care Teams (PACT).
4. NNOC/NNU locally will be allowed to provide input into the physical space for storage of prosthetics items being issued through Primary Care. If storage space for prosthetic equipment and supplies interferes with APRNs and RNs work space, NNOC/NNU locals will be allowed to bargain over the changes in working conditions.
5. RNs will not be asked to practice outside of their scope of practice as dictated by the state practice acts and licensure in implementing this Initiative.
6. Upon request, the Department will provide to NNOC/NNU the reports used by the Department to evaluate the Direct Issuance of Prosthetics in Primary Care and Patient Self-Referral Direct Scheduling Initiative.
7. The effective date of this agreement will be the date signed by all parties. The Department will 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**

  
Ainbint Munn

**FOR THE UNION**


  
Irma Westmoreland, RN

Labor Relations Specialist  
Department of Veterans Affairs (VA)

5/2/2019  
Date

Chair  
NNOC-NNU

5-8-19  
Date

  
James Zeveski,  
Labor Consultant  
VHA Workforce Management and Consulting

05/02/2019  
Date