

**Memorandum of Understanding
National Association of Government Employees
Proposals on Bar Code Medication Administration**

Implementation of Bar Code Medication Administration (BCMA) has begun at all VHA facilities. VHA agrees to the following at NAGE bargaining unit facilities:

1. The Department will ensure that all employees will receive training necessary to enable them to perform the required duties related to BCMA. Resource staff will be available on all shifts to provide assistance with implementation.
2. No bargaining unit employee in work-related positions will be adversely affected by the implementation of BCMA. Staffing will be adjusted to accommodate workload requirements.
3. Local NAGE representatives will receive the same training provided to the train-the-trainers. This may be provided locally or remotely, depending on the availability of training sessions. The expense will be borne by the Department.
4. VHA and NAGE will evaluate the program after one year of implementation.
5. NAGE will participate on all BCMA workgroups at the VISN and/or local level (where appropriate). The Department will inform the national NAGE of these workgroups and the progress of each.
6. The national NAGE office will receive written notification of changes in the BCMA.
7. Nursing practices at the local level will not be altered to accommodate the BCMA initiative. Wireless equipment for the BCMA initiative will be provided for every 10 patients per ward/unit, but not less than two laptops/palmtops per ward.
8. The local union may negotiate on BCMA so long as such negotiations do not conflict with the Master Agreement and this memorandum of understanding. Local management officials will meet their labor-management obligations prior to the complete implementation of BCMA at local NAGE facilities.

Department of Veterans

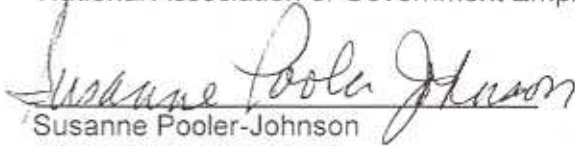


Denis J. Ramirez, Pharm. D



Douglas Katcher

National Association of Government Employees



Susanne Pooler-Johnson
National Vice President

12/23/99

Date