

## Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration, and the National Nurses United, AFL-CIO, National Nurses United Veterans Affairs (NNU-VA) (collectively, the parties) concerning VHA Directive 2010 034 Staffing Methodology for NNU VHA Nursing Personnel. This agreement will terminate once the Master Collective Bargaining Agreement (Master Contract) between the (VA) and (NNU) is either approved by the VA Secretary (or designee) or the Master Contract takes effect under 5 USC § 7114 (c).

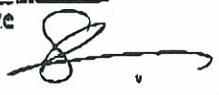
1. Within 30 days of the execution of this agreement or consistent with 5 USC 7114(b)(4). Local NNU Directors will be given a copy of the current staffing methodology in place. In addition, upon request, local NNU Directors will be provided the staffing plans for all patient care areas. This information, if available, will include, but is not limited to, the name of each unit; the care delivery model utilized on the unit, and the projected staffing needed to safely provide care by four, including any changes needed for the weekend patterns and how the staffing level and skilled mix was derived.
2. The NNU Local Director (or designee), any NNU representative on the Facility Staffing Methodology Panel and any RN on the Unit Based Expert Panels will be provided the same training as the other panel members.
3. The NNU Local Director will appoint one NNU representative to serve on the Facility Based Expert Panel in a representational capacity on official time.
4. The NNU Local Director may recommend a RN for the Unit Based Expert Panel to the Nurse Executive. The NNU Local Director's recommendation must be from the nursing staff on the nursing work unit for each Unit Based Expert Panel. If the Department accepts the NNU Local Director's recommendation for the Unit Based Expert Panel, the recommended RN will not be on official time and must act as a peer on the Unit Based Expert Panel, not as a NNU representative.
5. If the Department does not approve the summary work of the Unit Based Expert Panel, the Unit Based Expert Panel will be notified if they need additional clarification and additional information will be requested, consistent with Department policy.
6. The NNU representative on the Facility Expert Panel will have access to the same information as all other members of the Panel to examine the staffing requirements used in the facility staffing methodology plan. This information can be shared with local NNU officials, including any follow-up action plan, but shall not be disseminated beyond officials with a need to know.
7. The appropriate management official will provide a copy of this MOU to the Local NNU Director upon receipt.



Larry Bennett  
For the Department of Veterans Affairs

4-30-2012

Date



Sylma Vargas  
For the Veterans Health Administration

4/30/2012

Date



Irma Westmoreland  
For the NNU National VA Council

4-30-12

Date