


Memorandum of Understanding

The following constitutes agreement between the Department of Veteran Affairs and the United American Nurses, AFL-CIO, National Veterans Affairs Council (UAN), concerning Healthcare Transformation Initiatives, which includes various models for transformation of healthcare throughout the Department, including but not limited to the Patient Centered Medical Home and Patient Centered Care.

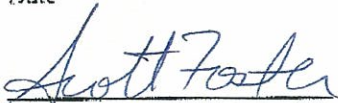
1. Healthcare Transformation Initiatives provide for a wide variety of possible changes in the healthcare settings in VHA medical centers that will involve new ways of interacting with patients and providing medical care. The purpose of these initiatives to enhance the Veteran's and his or her family's experience while continuing to focus on quality and safety. This will require the Department to develop models of patient care that will educate and empower patients and their families, ensure a holistic, Veteran-centered healthcare system, and greatly improve access and coordination of care.
2. Although every Medical Center is required to implement Healthcare Transformation Initiatives, each Medical Center/Network must assess their needs on the intermediate or local level and implement any changes needed to conform to the appropriate Healthcare Transformation Initiatives models.
3. The intermediate or local implementation of some Healthcare Transformation Initiatives may result in changes in the conditions of employment of bargaining unit employees. However such changes will not alter the status of registered nurse case managers, care managers, and nurse practitioners as members of the bargaining unit. The Department recognizes that any initiative implemented at any level may require bargaining at the appropriate level in accordance with the contract and the Labor-Management Relations Statute.
4. If a Medical Center or a Network decides to implement one or more Healthcare Transformation Initiatives, notice and bargaining at the intermediate or local level will occur as required by contract and statute.
5. The Union shall be consulted pre-decisionally on all Healthcare Transformation Initiatives at national level and at the level at which the initiative is proposed to be implemented.
6. Tours of Duty on all Healthcare Transformation Initiatives shall be governed by VA Directives and Handbooks 5007, Part V, Ch. 2 and 5011, Part II, Ch. 3. Overtime pay for RNs is governed by 38 USC 7453(e). Management will endeavor to minimize involuntary overtime.
7. All bargaining unit members assigned to Healthcare Transformation Initiatives will continue to be eligible to qualify and receive rewards and recognition program awards.

8. The parties share an interest in assuring continuity of patient care when employees assigned to Teamlets are absent from work on approved leave. The local parties will discuss arrangements for how coverage of duties will be achieved when a nurse is absent on approved leave. Local parties will utilize national guidance when creating Teamlet assignments.
9. All members of the PCHM team will be trained and educated in the model.

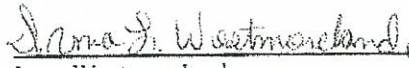
The appropriate management official shall provide a copy of this MOU to the Local Union President at their facility upon receipt of the MOU.


Douglas Katcher
For the Department of Veterans Affairs

7/12/10
Date


Scott Foster
For the Veterans Health Administration

7-12-10
Date

 RD
Irma Westmoreland
For the UAN National VA Council

7-12-10
Date