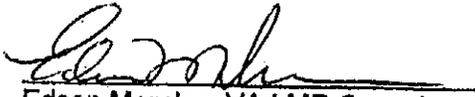


## Memorandum of Understanding

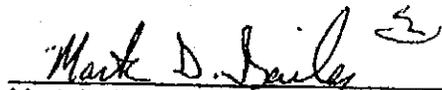
The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the National Association of Government Employees (SEIU/NAGE) concerning VHA Directive 2012-XXX, the Use of Unlicensed Assistive Personnel (UAP) in Administering Medication.

1. Upon the facilities' decision to implement this Directive in accordance with the Master Agreement regarding National Consultation Rights and Mid-Term Bargaining, each NAGE local will be provided the opportunity to elect to bargain the selection process for bargaining unit employees participating as UAPs and bargaining unit employees delegated authority to direct UAP's per this Directive.
2. Per the Master Agreement Article 16, bargaining unit employees who become certified to administer medication; perform the duties of an UAP, and whose position changes as a result shall have a current, accurate PD to which assigned.
3. In accordance with the Master Agreement regarding Training and Career Development, training necessary for bargaining unit employees for certification as a UAP, including but not limited to, Bar Code Medication Administration (BCMA) training will be provided by the local VHA Medical Facility as stipulated in this Directive.
4. There will be no negative consequences such as suffering any loss of pay or grade solely as a result of an UAP not meeting certification, and competency as deemed by Management.
5. VHA facilities that decide to implement this Directive and track quality assurance information concerning UAP Medication Administration, upon request, and to the extent permitted by law NAGE Locals shall be entitled to the information.
6. NAGE Locals will be given the opportunity to participate pre-decisionally in the development or revision of local policy pertaining to the utilization of UAPs.
7. Upon request, NAGE National and the Local Union will be provided a list of categories of all approved medications for UAP administration at the local VHA Medical facility and/or CBOC in accordance with this Directive.
8. NAGE Locals may submit names of individuals to serve on the appropriate VHA Medical Facility medication management committee identified in this Directive with participation in accordance with the Master Agreement.

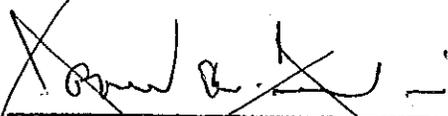
9. NAGE Locals shall be provided an opportunity to request to bargain local appropriate arrangements to the extent such local bargaining does not conflict with the Master Agreement and this MOU.
10. A copy of this MOU will be placed on the Office of Labor-Management Relations website within 14 calendar days.
11. The appropriate local management official shall provide a copy of this MOU to the Local President upon receipt of this MOU within 14 calendar days.

  
Edson Morales, VA LMR Consultant  
For the Department

1-22-13  
Date

  
Mark Bailey, National Rep  
For the National Association of Government Employees

1-18-13  
Date

  
James A. Zeveski, VHA HR Consultant  
For the Veterans Health Administration (VHA)

1/23/13  
Date