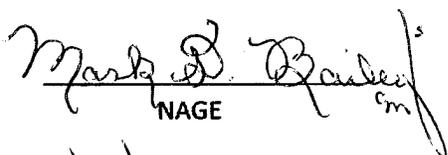


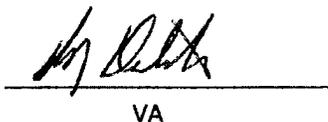
Memorandum of Understanding

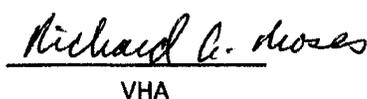
The following constitutes an agreement between the Department of Veterans Affairs and the National Association of Government Employees (NAGE) regarding implementation of Bar Code Medication Administration (BCMA) Clinic Orders.

1. The Department will provide BCMA training to employees during duty hours. Upon request, employees will be provided additional training where it is needed.
2. The Department will comply with the master agreement, Article 41, Discipline and Adverse Actions.
3. Upon request, NAGE locals will be provided with a copy of the BCMA training materials.
4. A local NAGE representative will be invited to attend the BCMA training provided to employees at the facility.
5. A NAGE representative will be invited to participate on the Clinical Barcode Multidisciplinary Committees.
6. Management will adhere to all nursing policies and practices during implementation and operation of BCMA. Management will adhere to the language in Article 10 of the master agreement when changing BCMA work practices.
7. Local management will provide prior notification to the local union if a decision is made to implement BCMA Clinic Orders. Management will bargain procedures and appropriate arrangements consistent with the labor relations statute, the master agreement and this MOU.
8. A copy of this MOU will be available on the Office of Labor-Management Relations website.
9. NAGE local presidents will be provided a copy of this MOU upon receipt.


NAGE

11/2/2012
Date


VA


VHA

10/16/12
Date