

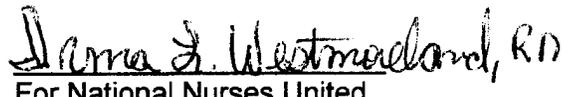
**MOU NNU VA Proposal General Mental Health Model Team Based Care and  
Behavioral Health Interdisciplinary Program (BHIP) Teams  
May 15, 2013**

This memorandum of understanding (MOU) sets forth an agreement between the National Nurses United (Union and/or NNU) and the Department of Veteran Affairs (VA). This MOU is entered pursuant to the provisions 5 U.S.C. Chapter 71 and applies to all registered nurses represented by NNU. The parties in this memorandum enter into this agreement for the purposes of establishing a mutually beneficial agreement concerning General Mental Health Model Team Based Care and Behavioral Health Interdisciplinary Program (BHIP) Teams hereafter known as Mental Health (MH) Teams

1. The Department at the facility level will provide the local NNU with written clarification of the roles of MH Teams members prior to the establishment of the team(s) at each facility. Functional Statements of the RN MH Team members will also be provided at the same time.
2. The Department will assure that RN members of MH Team(s) will not be required to perform duties outside the scope of their functional statements and licensure.
3. No NNU RN impacted by MH Teams will be adversely affected in their positions of record by the implementation the MH Teams. Staffing will be adjusted to accommodate workload requirements through gap coverage. Should new positions be developed, RNs will be able to apply for positions for which they are qualified
4. The Department agrees to provide adequate staff to ensure safe patient care and to support the needs of such a culture change. NNU will have in-put into the staffing mix of the MH Teams for this change.
5. Prior to any implementation within the facilities, NNU will be allowed PDI, at the appropriate level, in order to select NNU RNs to participate in work groups, task forces and committees established to plan, review, or modify existing practices as a result the MH Teams and provide input into the staffing mix of the MH Teams, while retaining the right to bargain over any changes in working conditions as a result of proposed BHIP Teams.
6. The department recognizes that by having a bargaining unit RN or a local union official in a work group, task force, committee or any other entity, NNU does not waive its right to request formal bargaining and the department must still meet its obligation to bargain working condition changes proposed by the group(s).
7. Scheduled and Unscheduled Sick Leave as well as Annual Leave (AL) will be governed and granted in accordance with the Leave and Absences Article in the NNU Master Contract. AL requests will be considered, utilizing the entire MH Teams system as a work unit rather than based on versus an individual MH Team as a work unit as per the Work Unit Article in the NNU Master Contract
8. Overtime, compensatory time and contingency planning will be followed in accordance with the NNU Master Contract.

9. Gap coverage for when RN Team members are out due to leave or other reason will be negotiated locally. The intent is that each facility will make a plan to cover for when planned and unplanned needs arise for when additional RNs are needed to provide for patient care needs.
10. The Department is responsible for ensuring that all RNs in work related positions for the MH Teams will receive the training necessary to enable them to perform all required duties related to the programs and teams, to include but not limited to, working in teams, customer service, resolving problems at the point of care, etc.
11. The effective date of this agreement will be the date signed by both parties. VACO LMR will expeditiously provide the local VA facility with a signed copy of the agreement. The appropriate local management official will provide a copy of the signed MOU to the local union NNU Director upon their receipt.

  
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For the Department  
5/21/2013  
Date

  
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For National Nurses United  
5/21/2013  
Date