

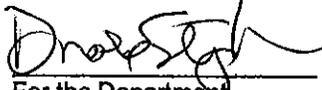
MOU NNU VA Proposal Resource Management System (RMS)

6/3/13

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 Resource Management Systems (RMS).

1. All staffing rules developed for use in the RMS will adhere to the NNU Master Contract, applicable government-wide laws, rules, regulations and VHA directives and handbooks.
2. NNU will be allowed pre-decisional involvement (PDI) through participation in, and selection of, NNU RNs to serve on and/or participate in work groups, task forces and/or committees established to plan, implement, review, or modify existing practices which will result in the implementation of a RMS or any scheduling software package used by the Department which would impact NNU RN's.
3. 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) as related to RMS.
4. Management will invite a NNU representative to participate in any local facility workgroup, team or committee established to initiate and maintain the use of any scheduling software package used by the VA which would impact NNU RN's.
5. This NNU representative will be a fully functioning member of the team and will be provided with the same access and training as the other members of the team.
6. If there is an evaluation period for the RMS at a local facility NNU will have access to the evaluation data and be allowed to comment and make suggestions for same.
7. The Department will pursue and encourage the use of self-scheduling options with RMS as applicable and available.
8. The Department will pursue and encourage the use of staff RN at home access for any RMS used and or purchased.
9. NNU will be provided "electronic read access" locally and have the ability to print all schedules for NNU RN's and RN support staff that use the scheduling software. If at home access is available NNU will have that same access.
10. NNU will have access to print any available reports from the RMS system at the local level.

11. Upon request, NNU will be provided a copy of the data reports available and any tracked data.
12. NNU will be given the opportunity to review, comment and discuss concerns related to the use of the staffing software. 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.



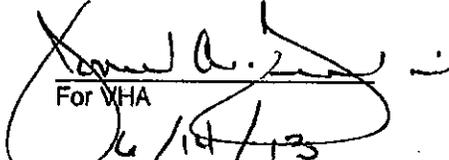
For the Department

06/25/13
Date



For National Nurses United

6-13-13
Date


For VHA
6/14/13
Date