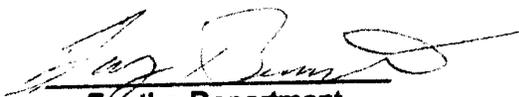


Memorandum of Understanding

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 Real Time Location System (RTLS) technology and applications that utilize passive and active tags on VA assets, equipment, instruments, supplies, and patients within the Department.

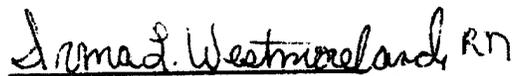
1. NNU RNs will be provided training on RTLS technology and all applications that are deployed in a facility.
2. Data generated by RTLS reports will not be considered as the sole evidentiary data to support a proposed or issued discipline or other administrative action. Such actions will be taken only for such cause as will promote the efficiency of the service and in accordance with applicable law, regulation and the Master Agreement.
3. The RTLS will not secondarily/incidentally monitor RN's as a result of tags being placed on equipment anywhere in a VA facility, to include union offices.
4. RNs will not be responsible for monitoring equipment, placement of devices, tracking and maintenance of the RTLS tags and devices.
5. RNs will be responsible for monitoring patients assigned to RTLS devices.
6. NNU at the local level will be notified and briefed on the degree of RTLS implementation at the local level. This process will be followed prior to the implementation of all RTLS phases or any new or changed monitoring or surveillance practices.
7. NNU local units will be given the opportunity to bargain impact and implementation of RTLS to the extent permitted by the Statute, so long as there is no conflict with this MOU.
8. NNU may request information regarding the RTLS Program as covered by Article 45, section 4 of the Master Agreement.
9. NNU can appoint a representative(s) on all RTLS local, VISN and National committees.
10. NNU will be notified of any new RTLS initiative that results in badges to be worn by RNs. NNU and the Department will bargain the use of any such system to the full extent allowed by the statutes at the appropriate organizational level.

11. The effective date of this agreement will be the date signed by both parties. The appropriate local management official will provide a copy of the signed MOU to the local NNU Director upon their receipt.



For the Department

3/6/13
Date



For National Nurses United

3-6-13
Date



Veterans Health Administration (VHA)

3/15/13
Date