

Memorandum of Understanding

The following constitutes agreement between the Department of Veteran Affairs and the United American Nurses, AFL-CIO, National Veterans Affairs Council (UAN). The MOU is entered concerning the Consolidated Patient Account Centers (CPAC).

1. In accordance with Article 13 Section 3 of the VA/UAN Master Contract, the VA will provide the training it deems necessary to enable RNs to perform all required duties.
2. The following will apply to CPAC virtual RNs that remain at their current location:
 - A. All virtual RNs will be provided with information on the procedures for leave requests and approval.
 - B. Grievance meetings at all steps will be held at the virtual RNs duty location.
 - C. The virtual RNs in similar positions at their current location shall be considered a leave group for the purpose of selecting their annual leave.
 - D. Management agrees to provide all virtual RNs and the local UAN affiliate with the supervisory line of authority.
 - E. All virtual RNs will be provided with the location and other details about their Nurse Professional Standards Boards.
3. Management agrees to provide the local UAN with a list of vacant positions that will be offered to those RNs who are not offered a job with the CPAC.
4. All bargaining unit members assigned to CPAC shall have the opportunity to volunteer to participate or continue to participate in appropriate committees and/or task forces.
5. Grievances and any other correspondence shall be delivered to the CPAC Revenue Director, or designee, at the local facility.
6. UAN Locals may request to bargain on procedures not covered by this MOU after the signing of the MOU.
7. The UAN Local will be notified in the event the VA makes decisions affecting working conditions of virtual RNs.
8. Upon receipt, the appropriate management official shall provide a copy of this MOU to the local union president.

Bonnie M. Kubec
For the Department of Veterans Affairs
2/24/09
Date

Alice Stagg RN
For the United American Nurses
2/25/09
Date