


Memorandum of Understanding

This memorandum of understanding (MOU) sets forth an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA), and the National Nurses Organizing Committee, National Nurses United (NNOC/NNU). This MOU is entered pursuant to the provisions 5 U.S.C. Chapter 71 and applies to all registered nurses and advanced practice registered nurses represented by NNOC/NNU regarding the Disciplinary process.

1. The Department will provide RNs two (2) hard copies and an electronic copy of the complete evidence file used to support a proposed disciplinary action. A copy of the evidence file will be given to the RN at the same time the proposed disciplinary action is issued. The RN may furnish a copy to NNOC/NNU.
2. The Department will provide RNs two (2) hard copies and an electronic copy of proposed and sustained disciplinary actions (decision letter). Copies of proposed disciplinary actions will be given to the RN at the same time the proposed action is issued. Copies of sustained disciplinary actions (decision letter) will be provided to the RN at the same time the final decision is issued. The RN may furnish a copy to NNOC/NNU.
3. This MOU will expire at the issuance of a successor MOU related to the Disciplinary process or if it is included in a new implemented Collective Bargaining Agreement.
4. The effective date of this agreement will be the date signed by all parties. The Department will provide the local VA facilities with a signed copy of the agreement. The appropriate local management official will provide a copy of the signed MOU to the local NNOC/NNU Director upon their receipt

FOR THE AGENCY


Michael Clements
Labor Relations Specialist
Department of Veterans Affairs (VA)

10/14/21

Date


James Zeveski,
Labor Consultant
VHA Workforce Management and Consulting

10/15/2021

Date

FOR THE UNION


Irma Westmoreland, RN
Chair, NNOC/NNU

10/13/2021

Date