

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 reorganizing facility Revenue Utilization Review (RUR) nurses under the CPAC consolidated nurse Manager

1. The Department will follow the NNU Master Contract for NNU RNs in all matters covered by this change. NNU RNs will be subject to the provisions of the NNU Master Contract only.
2. For NNU CPAC and RUR Nurses "work unit" will be defined as per the Work Unit Article of the NNU Master Contract.
3. Data generated by routine monitoring of work through automated workflow tool(s) and other routine monitoring sources such as quality reviews, customer service surveys, etc. on individual RN work results will be shared with the RN in a clear and in a timely manner. The timely communication of this data may occur in various forms including but not limited to telephone, email, lync, and face-to-face. Communication will be shared at least quarterly with nurses unless otherwise indicated.
4. Any opportunities for improvement will be brought to the attention of the RN as soon as practicable and in accordance with VA Policy and the Master Agreement.
5. Where practicable, assure that RUR RNs have prior notification with adequate time to plan for attendance of required conference call schedules and topics as related to RUR and/or revenue topics.
6. In accordance with Article 23 Professional Development and Education of the Master Contract, NNU RNs will be adequately trained for any additional assignments or work requirements brought about by this change, where the NNU RN does not already have the skills and knowledge to perform the task(s).
7. The effective date of this agreement will be the date signed by both parties. VACO LMR or VHA 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 NNU Director upon their receipt.



For the Department
Richard Watkins, Labor Relations Consultant

10-18-13
Date



For NNU

10-18-13
Date



For VHA
Richard Moses, Labor Relations Consultant

10-18-13
Date