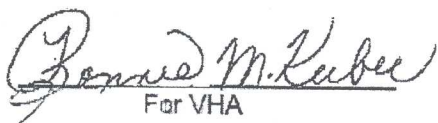


MEMORANDUM OF UNDERSTANDING

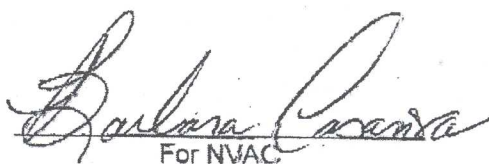
The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning VHA Directive 2002-031, Out-of-Operating Room Airway Management.

This MOU does not apply to the professional conduct and competence and peer review of employees covered under 38 U.S.C. 7421(b).

1. In accordance with applicable law, management will notify the local union and meet its labor relations obligations prior to changing working conditions of bargaining unit employees.
2. Management will identify those employees at each facility who are competent to perform emergency airway management duties in accordance with VHA Directive 2005-031, Out-of-Operating Room Airway Management. The assignment of such duties will be included in the employee's functional statement or scope of practice.
3. Normally, employees assigned to perform airway management duties will have been trained prior to being hired. However, if management determines that employees require training, it will be provided on duty time at no cost to the employee.


For VHA

9-3-08
Date


For NVAC

9-5-08
Date