

## 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) on the VHA RN Residency Pilot Program..

1. The Parties agree all Preceptors and Mentors' participation will be voluntary.
2. All bargaining unit RN's will have the opportunity to volunteer to participate as Mentors or Preceptors. Management will select the Mentors and Preceptors for the pilot.
3. The parties agree to furnish NVAC with information related to changes in working conditions, if any occur as a result of the program pilot.
4. Management will evaluate the staffing impact created by the pilot on RNs directly involved in the pilot program.
5. The parties agree to furnish a copy of this MOU to the Local Presidents.
6. The parties agree to meet any local bargaining obligations that are not in conflict with this MOU.

Donna M. Keeble  
For Veterans Health Administration (VHA)

2/11/09  
Date

Barbara Whitman-Casanova  
For National VA Council #53

2-16-09  
Date