

**Memorandum of Understanding**  
**For the Implementation and Impact for VA Portland Health Care System Re-organization**  
**of Patient Advocates and Public Affairs Specialist, Program Specialist, (AFGE Local 2157**  
**and AFGE Local 2583).**  
**[Portland and Vancouver Divisions]**  
**with the American Federation of Government Employees (AFGE), AFL-CIO, National VA**  
**Council #53 (NVAC), AFGE Local 2583 and Local 2157**

The following constitutes an agreement between the VA Portland Health Care System (VAPORHCS) [Portland/Vancouver Division] within VISN 20, and the American Federation of Government Employees (AFGE), AFL-CIO, National VA Council #53 (NVAC), AFGE Local 2157 & AFGE Local 2583, concerning the bargaining for impact and implementation of the Re-organization of Patient Advocates, Public Affairs Specialist and Program Specialist. Hereinafter the parties are referred to as "Management" and the "Union". The parties agree to the following:

1. It is understood that there will be no significant changes to the employees' duties.
2. Employees will remain at their current duty stations and retain their current tours of duty.
3. There will be no change to the employees' grade due to the re-organization.
4. The Employees will remain in the bargaining unit. In accordance with Article I of the 2011 Master Agreement, any changes to the employees bargaining unit status will be determined by a clarification of unit by the Federal Labor Relations Board.
5. Employees will be subject to their same leave approval guidelines.
6. This MOU may be renegotiated subject to mutual consent.
7. The parties agree that once signed, the provisions of this MOU will apply immediately.

**Donald Fowler**  
President AFGE/NVAC Council 249  
Chief Negotiator, Labor

Donald L Fowler

Date: 12/15/14

**Floss J. Mambourg**  
Interim Deputy Director  
Chief Negotiator, Management

Floss Mambourg

Date: 12/15/2014

**Denise L. Lieb**  
President AFGE Local 2583  
Denise L. Lieb  
Date: 12/15/14

**Daniel Herrigstad**  
Chief, Public & Congressional Affairs  
[Signature]  
Date: 12/15/2014

**Amanda Schroeder**  
President AFGE Local 2157  
[Signature]  
Date: 12-15-14

**Lewis Doyle**  
Chief, Patient Advocates  
[Signature]  
Date: 12/15/2014