

Memorandum of Understanding
For the Implementation and Impact for VA Portland Health Care System Pharmacy
Reorganization. (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 [parties] of the VA Portland Health Care System (VAPORHS) [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 for VA Portland Health Care System Pharmacy Reorganization. Hereinafter the parties are referred to as "Management" and the "Union". The parties agree to the following:

1. It is understood that there is no direct impact to bargaining unit employees at this time.
2. Should a greater than *de minimis* impact to bargaining unit employees be determined, this Union does not waive its right to negotiating to the extent of statute.

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

Donald C Fowler
Date: 2/23/15

Jacob Thompson
Chief of Pharmacy Services
Chief Negotiator, Management

Jacob Thompson
Date: 2/23/15

Denise L Lieb
President AFGE Local 2583

Denise Lieb
Date: 2/23/15

Name
Title

Date: _____

Amanda Schroeder
President AFGE Local 2157

Amanda Schroeder
Date: 2/23/15

Name
Title

Date: _____

Memorandum of Understanding
For the Implementation and Impact for VA Portland Health Care System Pharmacy
Implementation of Endicia Software. (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 [parties] of the VA Portland Health Care System (VAPORHS) [Portland/Vancouver Divisions] 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 for VA Portland Health Care System Pharmacy Implementation of Endicia Software. Hereinafter the parties are referred to as "Management" and the "Union". The parties agree to the following:

1. It is understood by the parties 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. All Pharmacy technicians and the pharmacy lead technicians will be trained in the use of the Endicia software.
4. All GS 6 Outpatient pharmacy technicians will rotate through the mail area on a fair and equitable basis. The rotation roster will be provided to the Union upon request.
5. Inpatient technicians and the pharmacy lead technicians may be used to cover the rotation if there is inadequate outpatient pharmacy technician staff to facilitate coverage.

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

Donald L Fowler

Date: 2/23/15

Jacob Thompson
Chief of Pharmacy Services
Chief Negotiator, Management

Jacob Thompson

Date: 2/27/15

Denise L Lieb

President AFGE Local 2583

Denise L Lieb

Date: 2/23/15

Amanda Schroeder

President AFGE Local 2157

[Signature]

Date: 2/23/15

**Memorandum of Understanding
For the Implementation and Impact for VA Portland Health Care System Pharmacy
Packaging and Labeling and Prepackaging Medications on the NIOSH List. (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 [parties] of the VA Portland Health Care System (VAPORHS) [Portland/Vancouver Divisions] 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 for VA Portland Health Care System Pharmacy Packaging and Labeling and Prepackaging Medications on the NIOSH List. Hereinafter the parties are referred to as "Management" and the "Union". The parties agree to the following:

1. It is understood by the parties 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. All staff who handle hazardous medications will receive training. This is to include but not be limited to: Donning and doffing personal protective equipment, cleaning areas in which the hazardous medications are packaged, and where and when to use and dispose of protective equipment.
4. Training logs for all staff will be provided to the Union upon request.
5. All pharmacy technician staff and lead pharmacy technicians whose job duties included the packaging of hazardous medications will not be exempted from the duty of packaging hazardous medications: the exception of pregnant or lactating mothers or anyone excluded on the NIOSH list.
6. Pregnant or lactating mothers who opt out of packaging hazardous medications will not be subjected to any downgrade in pay or be held to the standard for the purposes of performance evaluations.
7. No IV Chemotherapy drugs will be mixed on the Vancouver campus.
8. Splitting or cutting of hazardous medications and any compounding of hazardous topical medications will be performed only under a ventilated control device, which is currently being solely done on the Portland Campus.

9. Should the Vancouver campus acquire a ventilation controlled device, then proper notification to the Local Union will be provided and negotiations will be held on the Vancouver campus.

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

Donald L Fowler

Date: 2/23/15

Jacob Thompson
Chief of Pharmacy Services
Chief Negotiator, Management

Jacob Thompson

Date: 2/23/15

Denise L Lieb
President AFGE Local 2583

Denise L Lieb

Date: 2/23/15

Amanda Schroeder
President AFGE Local 2157

Amanda Schroeder

Date: 2/23/15