

**Memorandum of Understanding
for the Appropriate Arrangements and Procedures for VA Portland Health Care System Moral Distress
Training.**

**(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)**

The following constitutes an agreement between the [parties] of the VA Portland Health Care System (VAPORHCS) [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 appropriate arrangements and procedures for VA Portland Health Care System Moral Distress Training. Hereinafter the parties are referred to as "Management" and the "Union". The parties agree to the following:

1. 24 slots will be available for the Moral distress training.
 - a. 19 slots will be reserved for Portland employees; and
 - b. 5 will be reserved for Vancouver Campus employees; and
 - c. There will be equitable distribution of day/night shift participants allocated from the 24/7 areas
 - d. Consideration should be given to the following services in order to span the organization with staff who can facilitate and speak to Moral Distress:
 - Inpatient and Emergency Services Division: Medical-Surgical Units
 - Inpatient and Emergency Services Division: Critical Care Unit
 - Inpatient and Emergency Services Division: Clinical Manager
 - Primary Care Division
 - Palliative Care Division
 - Chief Of Staff
 - Integrated Ethics
 - Mental Health Division
 - Inpatient Social Work & Chaplain Services
 - Inpatient Hospitalist Provider
 - Home Base Primary Care
 - Community Living Center
 - Chemotherapy Clinic
 - e. Each AFGE Local will designate a Union Official to observe in the training without impact to the reserved 24 slots for trainees.
2. There will be an equal or greater number of bargaining unit employees than that of management participating in the Moral Distress Training selected with concurrence of the Local unions.
3. Management will solicit staff via email (VHAPOR Broadcast) as to their interest in attending the training. A master list of those interested BUE's will be provided to both Union Locals.

4. This MOU is only applicable to this onetime event.

Donald L. Fowler
NVAC 11th District Representative
Chief Negotiator

Donald L. Fowler

Date: *7/7/15*

Laura Meyer
Clinical Manager, Inpatient Emergency
Chief Negotiator, Manager

Laura Meyer

Date: *7/7/15*

Robin L. Luke for Denise L. Lieb
President, AFGE Local 2583

Robin Luke for Denise L. Lieb

Date: *7/7/15*

Molly Osborne
Integrated Ethics Program Officer

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Date: *7/7/15*

Kimberly Donovan for Amanda Schroeder
President, AFGE Local 2157

Kimberly Donovan for Amanda Schroeder

Date: *7/7/15*

Julia Zottola
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