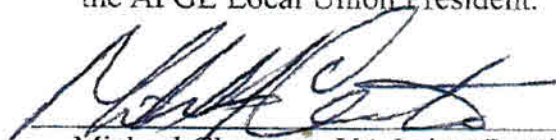



## Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees (NVAC) on the National Center for Patient Safety (NCPS) "My Voice Matters Creating High Reliability through a Fair and Just Culture Program".

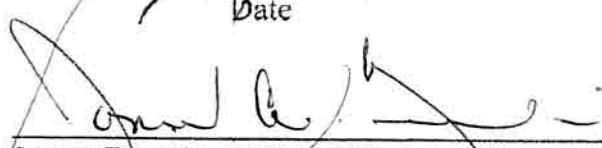
1. The national parties agree that "Just Culture Training" is not an alternative disciplinary program for employees.
2. The Just Culture Program is voluntary training for AFGE bargaining unit employees. The training related to the program will be on duty times at various times to allow all volunteers employees, the opportunity to attend.
3. The national parties agree that "Just Culture" is defined as "An atmosphere of trust in which people are encouraged (even rewarded) for providing essential safety-related information." The manner in which the safety – related information is provided is an appropriate subject for local negotiations.
4. AFGE Locals shall be notified and given the opportunity to attend the "Just Culture" training at their location and/or duty station.
5. Just Culture necessitates that all factors are considered prior to the Department taking any appropriate measures to ensure patient safety.
6. Upon their receipt the appropriate management official shall provide a copy of this MOU to the AFGE Local Union President.

  
Michael Clements, VA Labor Specialists  
For the Department of Veterans Affairs (VA)

  
Oscar L. Williams Jr., 2<sup>nd</sup> Exec. Vice President  
AFGE National Veterans Affairs Council #53

03/27/2017  
Date

03/27/2017  
Date

  
James Zeveski, VHA WMC Labor Consultant  
For Veteran Health Administration (VHA)

3/27/17  
Date