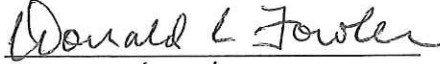


Donald Fowler
NVAC 11th District Representative
Chief Negotiator, Labor



Date: 1/15/19

Pamela Wilkerson
Nurse Manager
Chief Negotiator, Management

Date: _____

Geneva Lewis
AFGE Local 498
President



Date: 15 January 2019

Maureen Beaulieu
Nurse Manager
Chief Negotiator, Management

Date: _____

Beverly Anderson
AFGE Local 3197
President



Date: 01/15/2019

Tony Cross
Employee Labor Relations Specialist

Tony R Cross
735139

Digitally signed by Tony R
Cross 735139
Date: 2019.01.07 08:37:22
-08'00'

Date: _____

Memorandum of Understanding (MOU)
Between
Department of Veterans Affairs
VA Puget Sound Healthcare System (VAPSHCS)
American Federation of Government Employees (AFGE) AFL-CIO
National Veterans Affairs Council 53 (NVAC)
AFGE Local 498 and AFGE Local 3197

The following constitutes an agreement concerning appropriate arrangements and procedures for the new **Performance Standards for Licensed Practical Nurses (LPN)** to provide a better baseline for employees and will increase accountability, efficiency, and health care services to our veteran patients in support of General Medicine Services (GMS) with the exception of MOVE Weight Loss Program.

- 1) The Parties have met and determined the appropriate procedures and arrangements for the Bargaining Unit Employees (BUE) involved.

- 2) Both Management and the Union reserve the right to re-open bargaining in this MOU by providing a minimum of 30 days advance written notice requesting negotiation. The terms of this MOU will remain in place until any new updates are agreed upon.