

Donald Fowler  
NVAC 11<sup>th</sup> District Representative  
Chief Negotiator, Labor

Donald L Fowler

Date: 2/17/21

Carrie LaBelle, M.D.  
Director  
Chief Negotiator, Management

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by CARRIE A.  
CARRIE A.  
LABELLE 266965  
Date: 2021.01.13  
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Paul Nance  
AFGE Local 498  
President

Paul Nance

Date: 2/17/21

Juqita McClure  
Supervisor, Administrative Officer  
Chief Negotiator, Management

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Juqita D. McClure  
Juqita D.  
McClure  
487150  
Date: 2021.01.13  
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Beverly Anderson  
AFGE Local 3197  
President

Beverly Anderson

Date: 2/17/2021

Tony Cross  
Employee Labor Relations Specialist

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Cross 735139  
Tony R Cross  
735139  
Date: 2021.01.13 14:38:10  
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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 Title 38 Physicians and Nurse Practitioners to provide a better baseline for employees to understand expectations and to increase accountability, efficiency, quality, and timeliness of Compensation & Pension (C&P) evaluations.

- 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.