

**Memorandum of Understanding (MOU) for the  
VA Portland Health Care System between  
Department of Veterans Affairs, Portland Healthcare System (VAPORHCS) and  
American Federation of Government Employees (AFGE), AFL-CIO  
National VA Council 53, AFGE Locals 2157 and 2583**

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, the parties have reviewed and agreed upon the appropriate arrangements and procedures regarding the performance plans for FY21 in Rehab & Long-Term Care (RLTC) Division and Home Based Primary Care Service for the following disciplines, Dietician, Licensed Practical Nurse, Pharmacist, Social Worker, Rehab Therapist (Occupational Therapist & Physical Therapist) and Psychologist.

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.

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

Donald L Fowler

Date: 5/13/2021

**Karee Kenney, MSPT**  
Administrative Director, RLTC

**Karee L Kenney**  
469547

Digitally signed by Karee L  
Kenney 469547  
Date: 2021.05.11 07:49:52 -0700

Date: 5/11/2021

**Denise L. Lieb**  
President AFGE Local 2583

Denise L Lieb

Date: 5/11/2021

**Marcia Blaine**  
President AFGE Local 2157

Marcia Blaine

Date: 5/11/2021