

**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 move of two (2) Training Specialists, Eugene Wagner and Marissa Stewart, and the Prevention and Management of Disruptive Behavior (PMDB) training program from the Workplace Violence Prevention Program to the Center for Education and Development. Position Descriptions have been developed and will be changed from #40790-A to #41438-0. The Supervisor will also change for the PMDB program and these positions/employees from Dr. Kristin Gayle, Director of the Workplace Violence Prevention Program to Dr. Robert Oh, Associate Chief of Staff for Education.

- 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 regarding the two (2) effected Bargaining Unit Employees and their change in performance standards due to the new Position Descriptions developed 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**

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**Robert C. Oh, M.D., MPH, CAQSM**  
**Associate Chief of Staff for Education**  
**Chief Negotiator, Management**

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**Paul Nance**  
**President**  
**AFGE Local 498**

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**Aaron Norr, Ph.D.**  
**Deputy ACOS for Education/DLO**  
**Negotiator, Management**

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**Roy Frye**  
**Professional Vice President**  
**AFGE Local 3197**

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**Kristin Gayle, Ph.D.**  
**Director, Workplace Violence**  
**Prevention Program**  
**Negotiator, Management**

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**Joshua E. Zirkle**  
**ER/LR Specialist**  
**V20 NWHR Network**

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