

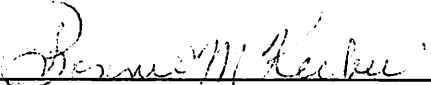
MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of government Employees, AFL-CIO, National Veterans Affairs Council # 53 concerning implementation of the Clinical Nurse Leader (CNL) Pilot.

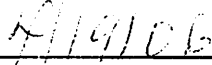
1. The Purpose of this Pilot is to support staff in the delivery of evidence based practice, enhance the quality of care and improve patient satisfaction and outcomes. In collaboration with the American Association of Colleges of Nursing (AACN), VA Office of Nursing Service is piloting the implementation of creating a new nursing role—the Clinical Nurse Leader. The VA is partnering with colleges of nursing to develop master's prepared nurses (or equivalent) who will potentially fill the CNL role, further address the needs of veterans and evaluate outcomes.
2. Management at each facility will determine if and where this role will be utilized. The CNL will be a mentor/resource for staff nurses. The Union can make recommendations as to where this role should be utilized; management will consider the union's recommendations.
3. In accordance with the Master Agreement Article 56, Section 4, when management determines to fill a CNL position, the local union will be notified and given the opportunity to bargain the implementation and impact of this role on the unit.
4. Local facilities will follow Article 56 provisions when filling these positions.
5. Local unions will be educated on the CNL role and will have access to the CNL video developed by VHA and any variations at field stations.
6. Local unions will be provided copies of position qualifications and vacancy announcements for CNL positions.
7. Since this is a pilot project, the CNL role will be evaluated using patient outcome measures. The local union may make recommendations to management as to how the CNL role should be evaluated. These recommendations by the union should be considered. Management will determine the evaluation measures and will communicate the measures and the summary results of the evaluation to the union at the local level.
8. The summary results of the evaluation will be shared with the NVAC at six months and one year. A list of all pilot sites will be available with the

summary data. The NVAC reserves the rights to address any issues that result from the data/information provided.

9. A list of current pilot sites will be attached to this MOU.
10. If it is determined that the CNL role is not reaching the targeted outcomes then management will make every effort to place the nurse in their previous position or a like position for which management determines the nurse to be competent and qualified. Otherwise, the nurse may be reassigned in accordance with VA Directive 5005.
11. The parties agree that the Local Unions will be notified and given opportunity to bargain. Local negotiations may not conflict with the AFGE Master Agreement or this MOU.
12. The appropriate management official shall provide a copy of this MOU to the local union president, upon their receipt.



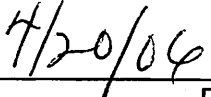
For the Department (VHA)



Date



For the National VA Council # 53



Date