

Proposal # 8 Final Parking

Date: 27 July, 2012 Time: 2:30 PM

1 Management Proposal for Parking at West 10<sup>th</sup> Street, CSR and all Offsite parking

2 May 2012

3

4 The following constitutes an agreement between the Department of Veterans Affairs (VA) and  
5 the American Federation of Government Employees, AFL-CIO, Local 609 concerning parking at  
6 West 10<sup>th</sup> Street location, Cold Spring Road location and all other parking areas.

7 Both parties understand that off site work areas of AFGE bargaining unit members may be  
8 changed, through addition of sites or removal of site. It is further agreed that the union will be  
9 notified of such changes.

10 **Employee briefing:** The agency will conduct joint Town –Hall Meetings in order to brief  
11 employees on their respective rights and responsibilities within 30 days of the execution of this  
12 agreement. The parties will develop a mutually acceptable employee parking request form  
13 prior to the town hall meetings. All parking requests will be responded to within 14 days, in  
14 writing.

15 **Definitions:**

16 **Agency Designated Parking Lot Locations:**

17 These are parking locations controlled by the VA.

18

19 West 10<sup>th</sup> Street (WTS) parking located at main medical center campus;  
20 1514 spaces

21

22 Cold Spring Road (CSR) parking located at second campus of medical campus;  
23 628 spaces to decrease to 260 spaces

24

25 Porto Alegre Road parking located to west of medical center;  
26 78 spaces

27

28 Lafayette Dixieland parking located at 2333 Lafayette Road  
29 500 spaces

30

31

32 **Off site area of work:**

33 For the purpose of this agreement, bargaining unit members whose preponderance of  
34 assigned work is at a site that is not physically located at WTS. This includes (but not  
35 limited to Outpatient Clinics/CBOC/Vet Centers and Fort Harrison) at the time of this  
36 agreement.

37

38           **Carpool:**  
39           To qualify as a carpool the vehicle must contain a minimum of 2 employees. Otherwise,  
40           if the vehicle contains less than 2 people they will be required to park at Lafayette Road.

41  
42           Each authorized carpool group will receive a reserved carpool space in either WTS, CSR,  
43           and Lafayette parking areas. The choice of parking area will be determined by the  
44           number of persons registered in the carpool group. The tiebreaker will be the SCD of  
45           the most senior employee in the carpool group Any carpool designee will not be issued  
46           a WTS parking decal.

47  
48  
49           **Authorized Decals and Parking Permits:**

50           Employees will be issued a colored parking decal in accordance with the parking lot they  
51           are approved to park.

- 52           a. In the event that the union or management determines that parking is not being  
53           properly enforced they may reopen negotiations and propose alternative to  
54           employees being issued colored parking decals in accordance with the parking lot  
55           they are assigned to park.

56  
57           **Disabled / Handicapped employees**

- 58           a. Permanent: Disabled employees whose primary work is located at WTS will be  
59           allowed to park in handicapped designated parking spaces at WTS. An employee in  
60           possession of a handicapped license plate or handicapped hang tag may not be  
61           disabled. Therefore, management will require all disabled employees to register  
62           their vehicle with Police Service before they will be permitted to park at WTS. Police  
63           Service will issue disabled employees a colored parking decal that grants them  
64           access to handicapped designated parking spaces at WTS. Disabled employees who  
65           park in handicapped designated parking spaces but do not have the appropriate  
66           colored parking decal will be ticketed.

- 67           b. Temporary: Any other short term disability requests for parking will be reviewed  
68           through the Reasonable Accommodation Committee (RAC).

69  
70           **Tour of Duty:** In the event that the agency changes or alters a (a service or individual  
71           bargaining unit employee) tour of duty, this will require a notice to the local union, per  
72           the Master Agreement. Management will provide the Union a quarterly report showing  
73           the aggregate number of shift changes. A reasonable showing affecting parking  
74           availability will be grounds to open for renegotiations those affected sections of this  
75           MOU.

76  
77           **General:**

78

- 79 1. For the purpose of this agreement, bargaining unit employees parking in any designated  
80 agency parking and using associated designated shuttle use will be covered under the  
81 FECA/OWCP.
- 82
- 83 2. Parking Priorities: Priorities assigned for parking at WTS will generally be in accordance  
84 to GSA Regulations 41 CFR § 102-74 et. seq. Specific parking space allocation will be  
85 defined later in this MOU.
- 86
- 87 3. Paid parking will occur only with bargaining unit members granted access to park at  
88 WTS. All employees who park at WTS will be charged a parking fee. Parking fees are  
89 waived for those who do not have authorized parking at WTS.
- 90
- 91 4. Parking lot gates will not be manipulated in such a manner as to allow entry into a  
92 parking area without proper authorization. When parking lot gates are broken,  
93 management will notify the local of length of time out of service and will make every to  
94 ensure employee safety and authorized individual use parking area.
- 95
- 96 5. At this time, Employee identification badges are not programmed with appropriate  
97 codes to operate parking lot gates. Union will be notified, per Master, if a  
98 determination is made by management to utilize badges.
- 99
- 100 6. All parking areas will be properly marked with standard signs indicating the following:
- 101 1. Type of parking
- 102 2. Time limitations (if applicable)
- 103 3. Reserved spaces
- 104 4. Handicapped areas
- 105
- 106 7. Incentive awards will not be utilized to encourage offsite parking.
- 107
- 108 8. Each bargaining unit member will receive a parking sticker based on location of parking,  
109 including designated and non designated parking lots as listed in definitions.
- 110
- 111 9. Every 6 (six) months the local will be given a non-sanitized list of employees designated  
112 to use designated parking lots. This will contain the name and service of each employee  
113 given permission to park in each lot.
- 114
- 115 10. The WTS garages are available for employee use from 2:30pm-8:45am the following  
.16 day, 365 days a year. If the parking garages would become unavailable 2:30 p.m. and

117 8:45 a.m. +for a specific period of time, due to construction or garage restoration,  
118 management will provide these employees an alternate lot at WTS. For the purpose of  
119 this MOU, employees will be notified in advance in accordance with the Master,  
120 minimum of 14 (fourteen) days, of garage closure and length of closure and alternative  
121 parking location at the WTS division.  
122

123 11. Employees that are parked offsite that need transportation to or from offsite sites may  
124 do so by using the van service, from the hours of 9 pm-5am. This van service with a  
125 designated driver will be available to transport employees to and from offsite parking  
126 outside of the scheduled shuttle hours. Employees may report to the information desk  
127 in the Atrium or contact the driver of this vehicle at a designated phone number to  
128 arrange for pick up and drop off at offsite parking locations. This number is 317-716-  
129 5633 however if in the event this number changes, notice will be provided to the union  
130 and all employees, in accordance with the Master.  
131

132 12. If any bargaining unit employee's offsite work area location is changed by Management,  
133 consistent with **Article 47 and 49 of the Master Agreement**, Management will inform  
134 the union prior to the change. The union will then notify management of which parking  
135 lot this employee will be assigned based on reserved union site availability.  
136

137 13. If any bargaining unit employee working at an offsite work area applies and is accepted  
138 for a job at the WTS or subsequent clinic areas, Management will inform the union prior  
139 to the change consistent with **Article 47 and 49 of the Master Agreement**.  
140

141  
142 14. If a contracted, fee-based or non-VA appropriated employee requires parking, for work  
143 performed at WTS, their designated parking will be at Lafayette Road.  
144

145 15. If other parking becomes available to our medical center, Management will inform the  
146 local in writing at least 60 days prior and include the number of spaces, location of  
147 spaces if possible. A mutually agreed upon date to meet and negotiate use of this  
148 parking will occur prior to VA using contract parking if possible.  
149

150 16. All spaces designated for use by AFGE will not be transferred to others, without the  
151 permission of AFGE President or designee.  
152

153 17. Management will ensure that reasonable security measures noted within GSA  
154 regulations are being met for all off site work area parking. The VAMC will make every

155 effort to provide a safe and secure parking area for bargaining unit members including,  
156 but not limited to the following:  
157

- 158 a. Lighting, adequate lighting in all parking areas throughout all VA controlled lots
- 159 b. Patrols: The VA police will make every effect to conduct routine patrols (foot and  
160 mobile) in all VA controlled parking areas.
- 161 c. Security Service: For employee safety, VA Police will make every effort to provide  
162 escort service, when available and if request to parking areas under VA jurisdiction,  
163 traffic control and general facility security.
- 164 d. Management will make every effect to have routine inspections of grounds including  
165 facility and all parking areas be regularly scheduled.  
166

167 18. Bargaining unit members who ride motorcycles or bicycles may park in designated areas  
168 at WTS.  
169

170 19. Management will make every attempt to ensure that reserved parking spaces are  
171 limited to those specifically authorized to use. In the event an unauthorized vehicle  
172 parks in a designated parking spot, it will be subject to be towed and the operator  
173 subject to be arrested in accordance to VA policy.  
174

175 20. There is no expectation that bargaining unit members will be required to assist patients  
176 and/or family, visitors using the shuttle. In the event, the employee is required to assist  
177 patients they will be paid in accordance to VA regulations.  
178

179 21. Shuttles Service and Shelters

- 180 a. A report or complaint by an employee, selected to park in any parking site, is to be  
181 forwarded to both Security Service and AFGE. This may be in the form of voice,  
182 writing, and e-mail. A joint parking committee made up of equal members of labor  
183 and management, not less than 2 each, will investigate all complaint consistent with  
184 Master Agreement and report to the union president and management designee.  
185 This investigative report and subsequent recommendations or remedies must be  
186 acknowledged by all members of the committee with respective signatures.
- 187 b. Shuttle hours will be posted at every pickup/drop off site. Forms will be jointly  
188 developed within 120 days of execution of this agreement that will be placed at each  
189 shuttle pick up/drop off site allow employees to voice concerns. This form must be  
190 acknowledged by respective labor and management designee via a signature.
- 191 c. Offsite parking instructions and directions will be given during new employee  
192 orientation, by Managements designee.

- 193 d. Management will provide the local with all shuttle contracts. When revised,  
194 updated or in any way changed, the contracts will be provided to the union within 7  
195 (seven) days of signing.
- 196 e. Management will make every attempt to keep shelter clean. Garbage cans will be  
197 available at shuttle stops.
- 198 f. Management will make every attempt to ensure that all shelters have a safe  
199 environment and seating arrangements within shelter.
- 200 g. Management will make every effort to ensure safety cameras are installed at all  
201 offsite parking areas that are within control of VA.
- 202 h. No bargaining unit member will be required to stand during travel on shuttle.
- 203 i. The agency will assure adequate shuttle service to mitigate delays.
- 204 j. Shuttle's service will be scheduled to run 15 minutes prior and after a designated  
205 shift.
- 206 k. Management will make every attempt to ensure that seating on shuttles is in safe  
207 and clean condition.
- 208 l. Management will assure that shuttles are clean, safe and operating order.
- 209 22. Exemplary efforts to solve parking problems will be a strong factor for special  
210 contribution awards through the labor forum.

211 **Specific parking lot information/assignments:**

212 **WTS:**

213 A -Lot: Disabled / handicapped patient and visitor parking

214 B -Lot: Patient and visitor parking - Bargaining Unit Members may use from 2:30pm-8:45am M-  
215 F and 24 hours use on Sat/Sun/Holidays. Two reserved parking spaces for "Physician Surgical  
216 Emergency".

217 C-Lot: Patient and visitor parking - Bargaining Unit Members may use from 2:30pm-8:45am M-  
218 F and 24 hours use on Sat/Sun/Holidays.

219 D-Lot: Patient and visitor parking - Bargaining Unit Members may use from 2:30pm-8:45am M-  
220 F and 24 hours use on Sat/Sun/Holidays.

221 E-Lot: Veteran Transport Vans and government owned vehicles.

222 F-Lot: AFGE bargaining unit employees, non-physicians. Hangtags will be issued and a sign will  
223 be placed at both entrances reflecting AFGE parking.

224 G-Lot: 488-spaces reserved for employees, as follows:

- 225 1. 50 Carpool  
226 a. The spaces will be numbered and designated as carpools spaces.  
227 b. Priority will be based on the number of employees in the carpool. The  
228 tiebreaker will be the SCD of the most senior employee in the carpool.  
229 2. 130 for physicians. These spaces will be marked as Physician parking.  
230 3. 110 for AFGE bargaining unit employees with 25 on Level 1-2 ramp, 75 on Level 2, and  
231 10 which will be located at management's discretion. Hang tags will issued and parking  
232 space signs will be placed reflecting AFGE parking.  
233 4. During the hours of 06:30am-08:45am, management will make every attempt to ensure  
234 that these spaces remain available to "permit" employees. All bargaining unit members  
235 may use G Lot from 2:30pm-8:45am M-F and 24 hour use on Sat/Sun/Holidays  
236 5. Management will place a controlled access gate on the G-Lot garage  
237 6. Criteria for granting permit access will be based on seniority (SCD).

238 H-Lot: Patient and visitor parking. Bargaining Unit Members may use from 2:30pm-8:45am M-  
239 F and 24 hours use on Sat/Sun/Holidays.

240 J Lot: Patient and visitor parking - Bargaining Unit Members may use from 2:30pm-8:45am M-F  
241 and 24 hours use on Sat/Sun/Holidays.

242 K-Lot: Patient and visitor parking - Bargaining Unit Members may use from 2:30pm-8:45am M-  
243 F and 24 hours use on Sat/Sun/Holidays.

244 L-Lot: Government owned vehicles

245 All AFGE BU stickers will be distributed by the local within 30 days of the employee request that  
246 they meet one of the criteria noted in the permit only areas.

247 All Parking regulations will be applied fairly and equitably.

248 Agency will absorb any physician parking spaces if needed at WTS.

249 **CSR:**

250 As a result of the new garage opening at WTS, CSR will eventually revert to the original paved  
251 lot configuration. After the lot is reverted there will be 260 parking spaces designated as  
252 follows; 195 facility, 30 patient, 25 Vet House and 10 Coumadin Clinic. The use of CSR will  
253 remain as previously agreed upon by the parties at this time.

254 The parking (staging) of shuttles will take up the minimum amount of parking space as possible.

255

256

Lafayette Road lease site:

257 AFGE members not selected to park at WTS and/or CSR will be designated to park at Lafayette  
258 Road.

259 When a bargaining unit member is no longer employed by the VA Medical Center, the union  
260 will be provided written notice within 30 days of surrender of employee parking permit to  
261 Police Service.

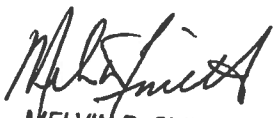
262 The parties agree that failure to enforce parking provisions of this MOU will obligate the agency  
263 to make the employee whole in accordance to rule, law and regulations.

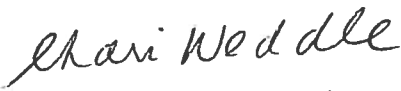
264 AFGE will immediately withdrawal all information requests, grievances, and unfair labor  
265 practices related to parking.

266 Agency will execute a letter signed by the Director, VAMC Indianapolis acknowledging AFGE is  
267 the exclusive representative of bargaining unit physicians located at VAMC Indianapolis as  
268 outlined in the unit certification.

269

270

  
MELVIN D. SMITH  
NATIONAL REPRESENTATIVE  
AMERICAN FEDERATION  
OF  
GOVERNMENT EMPLOYEES

  
CHARI WEDDLE  
CHIEF NEGOTIATOR

271

272

273

274



**Memorandum of Understanding  
Between  
Roudebush VAMC  
And  
AFGE Local 609**

**Patient Care Uniform Policy**

- I. **Purpose:** To define the uniform policy for Registered Nurses, assigned to Patient Care Services and Ambulatory Care at the Richard L. Roudebush VA Medical Center.
- II. **Policy:**
  - A. Registered Nurse, staff will wear consistent, color-coded uniform that is based on the specific medical center position in which they are serving. The Registered Nurse uniform will present a positive and professional appearance to the Veterans and other members of the public we serve. Personal cleanliness, appearance, professionalism and safety are important employee and organization responsibilities. Registered Nurse uniforms must be readily distinguishable in style and color from other medical center personal.
- III. **Implementation:**
  - A. Guidelines for appearance
    1. *Hygiene & Grooming:* All medical center staff and representatives of the medical center are expected to be clean and odor-free. The use of scents and fragrances should be minimal due to potential reaction by patients and other staff members. Fingernails must be clean and of a reasonable length. Fingernails in must be no longer than 1/4 inch from the tip of the fingers. Due to infection control policy and information from Centers for Disease Control and Prevention (CDC), overlays/ artificial nails are prohibited. Hair will be arranged do that it does not extend below the shoulder.
    2. *Tattoos:* Visible tattoos must be non-offensive and non-disruptive to others, both patients and staff. Tattoos that are offensive must be covered while on duty, by clothing or tattoo makeup coverage.
    3. *Jewelry:* Jewelry will reflect a professional appearance. It should not be distracting, contain offensive material, be excessive, or present a safety hazard. For safety reasons, piercings must be no more than one inch long so patients cannot grab or pull on the piercing, and to avoid the piercing from being caught on equipment used in the workplace, including both direct and

non-direct patient care areas. Political campaign buttons are prohibited. Employees may wear outside insignia (e.g., union pins, veteran's service organizations pins) on either the uniform or lanyard.

4. *Name Badges:* The Personal Identity Verification (PIV) card is the common government identification badge and must be worn above the waist while on duty.
  5. *Clothing:* The Employer will provide the employees, who are required to wear uniforms in the performance of their duties, properly-fitted attire for the work performed in accordance with applicable regulations. This will be in effect upon the signing of this MOU. Open toed shoes are not permitted.
- B. Uniforms will be provided to each Registered Nurse staff member during the first week of orientation. Registered Nurses may purchase own uniforms provided they are the required colors and at the cost of the employee. In the future, if AFGE Local 609 purchases uniform tops and/or bottoms for members, the Registered Nurses may wear. Such uniforms may have the Union insignia and will be of the appropriate color.

#### IV. Procedure

- A. Registered Nurses will be issued seven sets of scrubs to include three warm-up jackets. The issued warm-up jackets will be the same color as the uniform top. Staff may provide, at their own cost, warm up jackets, (uniform jackets) providing it is matching color of scrub top.
- RN's will wear navy blue uniform/scrub top and pants/skirt.
  - Turtle neck or similar type of undergarment may be worn under the scrub top, either long or short sleeve, in navy or white color.
  - For RN's listed within the PCS and Ambulatory Care and who are not required to wear a uniform, the following will occur:
    1. AFGE Local 609 will be given a list of positions that are exempt from this uniform requirement, within three (3) weeks of signing of this MOU and this list will be updated and sent to the Local, every January
- B. Uniforms will be replaced when worn out or have stains that cannot be removed by regular washing.
1. If a uniform becomes soiled while at work, the RN will notify the immediate supervisor of the need to obtain a temporary loaner uniform. The temporary

issued uniform will be returned to the linen room, with immediate supervisor notification, after washing, upon first return to duty day.

C. *Exceptions* to the dress code can be made in certain circumstances. If a medical condition exists, the RN will request through the Reasonable Accommodations Committee for an exception.

D. Responsibilities:

1. Service chiefs, supervisors and unit managers are responsible for setting and enforcing the standard of appearance for their work areas. Service chiefs, unit managers and supervisors will implement, ensure compliance with and enforce the provisions of this policy within their respective services and sections, and must be consistent with all employees.
2. Registered Nurse staff will be familiar with, and adhere to, this uniform policy and its requirements. The general dress code policy, MCM 05-19, will be discussed at new employee orientation and changes will be discussed and documented at departmental/unit staff meetings.
3. A Registered Nurse, not appropriately attired for work by the standards of this medical center memorandum will be asked to change their attire to conform. Repeated failure to follow this policy may result in disciplinary or adverse action. The Registered Nurse will be issued a temporary loaner by his/her immediate supervisor.
4. If the Employer establishes a means of performing work which includes additional dress requirements, the Employer will furnish such clothing or reimburse employees affected for the actual cost of buying and maintaining the clothing required.
5. The facility will place a color chart and information pertaining to it on the facilities internet and intranet websites within thirty (30) days of implementation. The internal intranet site will also include the following information for RN's:
  - a. An office room number and hours open for employees to obtain/exchange/have altered his/her uniforms. If the office is closed, uniform distribution room can be accessed by the employee supervisor.
  - b. Any and all signature forms that will be required of the RN prior to obtaining/exchanging/having altered uniforms, with the instructions of the filling out the form(s).
6. A copy of this MOU will be posted on the appropriate webpage within fourteen (14) days of signing.

7. A copy of the MOU will be sent via Outlook, to AFGE members, by Management within fourteen (14) days of signing.

Aminia Mathis, RN      10/22/14  
For Agency                      Date

[Signature]      10/22/14  
For Union                      Date

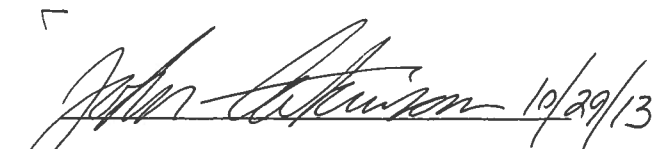
MOU between American Federation of Government Employees/AFL-CIO Local 609

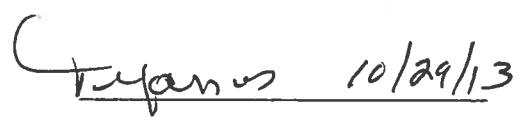
And Department of Veterans Affairs, Roudebush VAMC

In regards to

Eskenazi Health Parking Garage

1. AFGE will relinquish 110 (one hundred and ten) parking spaces located at West 10<sup>th</sup> Street, VAMC garage, which will be moved to the Eskenazi Health Parking Garage.
2. AFGE will relinquish 24 (twenty-four) parking spaces, located at West 10<sup>th</sup> Street, F-Lot. AFGE will retain 4 (four) spaces within the F-Lot, for guest and 1 (one) space for NVAC #53 Officer. These spaces will have "AFGE only" signs and hang tags and will be signed out by AFGE Local President or AFGE Executive Vice President. These 5 (five) spaces will be located as the first 5 (five) parking spaces upon entering this lot at north entrance of lot. All other spaces currently assigned to AFGE members will revert back to managements use.
3. In addition to the 110 (one hundred and ten) and 24 (twenty-four) spaces mentioned within numbers 1 & 2, AFGE will obtain an additional 180 (one hundred and eighty) access cards for parking at the Eskenazi Health Parking Garage.
4. AFGE bargaining unit members, parking within the Eskenazi Health Parking Garage Parking will pay a parking fee according to Law.
5. Seniority will determine selection of bargaining unit members parking within Eskenazi Health Parking Garage (314 access cards for parking).
6. This proposal does not affect AFGE bargaining unit members who use disabled parking or carpool parking, motorcycle, bicycle parking, located at 10st Medical Center site and all Offsite parking in according to MOU on Parking at West 10<sup>th</sup> Street, CSR, and all Offsite parking MOU.
7. All Articles with the parking at West 10<sup>th</sup> Street, CSR, and all Offsite parking MOU that affects bargaining unit members, with exception of G-Lot and F-Lot, remain in effect.
8. Physician parking will be returned where the signs were initially located, at the time of the G lot garage lot opened.
9. AFGE agrees to withdraw current pending arbitration/grievances, as of date signing of this MOU.
10. Notification and distribution of access cards will be initiated prior to the actual moving of parking spaces, from WTS to Eskenazi spaces. Access to parking spaces will not be available until 01/01/13.

  
For Management                      Date      10/29/13

  
For Union                              Date      10/29/13

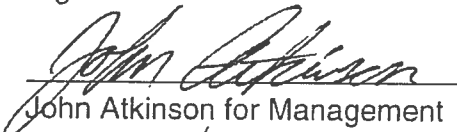
Memorandum of Understanding  
For  
Temporary Closure of Parking at Lafayette Road  
April 14, 2014

This MOU constitutes an agreement between the American Federation of Government Employees (AFGE), Local 609 and the Department of Veterans Affairs, Roudebush Veterans Affairs Indianapolis Medical Center (VAMC).

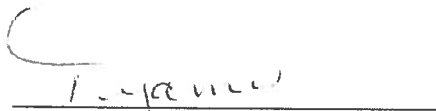
1. During the initial seven (7) calendar days of implementation, April 19 to April 26, 2015, bargaining unit employees who arrive at Cold Spring Road (CSR) and find that there is no available parking will be redirected to the employee garage or another location on the main campus of the medical center. Those employees will be granted up to 59 minutes of authorized absence (AA). They will be able to self-certify the reason for their tardiness. Evidence can include fellow witness or self-report. Management will accept this evidence unless they have credible evidence to prove fraudulent.
2. Management will make every effort during the initial ninety (90) calendar days of implementation of the temporary closure of parking at Lafayette Road, not to communicate either by e-mails, web or any other means with the intent to impose obligation on Bargaining unit employee of his/her need to be ready to physically work at beginning of tour of duty, if and when the agency has failed to procure appropriate amount of parking or shuttle capacity at Cold Spring Road.
3. Management will, within sixty (60) days of the temporary closure of Lafayette Road, install one (1) more shelter at CSR, which will be located near the graveled parking area on the west end of the lot.
4. Management will, within ninety (90) days of the temporary closure of Lafayette Road parking, begin an assessment of cost of paving graveled areas at CSR. Upon completion of this assessment, the union will be given the data, within ten (10) days and a meeting will take place to discuss paving of graveled areas.
5. All graveled parking areas at CSR will have sprayed parking lines, and this will be re-sprayed as needed to ensure employees know designated spaces to park within each graveled lot.

6. Management agrees to reopen the temporary closure of Lafayette Road, within sixty (60) days, if parking space or shuttle capacity is insufficient to accommodate employees authorized to park at CSR.
7. Management will notify the local, when the reopening of the temporary closure of Lafayette Road may occur. Management will provide the local with all data used to support the reopening, at the time of notification to assist the union in preparation for negotiations.
8. Staging/Parking of the shuttles at CSR will be offsite from CSR, or in any area that does not occupy any paved parking spaces at CSR. The current staging/shuttle parking spaces will be opened up for employees.
9. Up to fourteen (14) [the number of passes remaining] bargaining unit employees, currently parking at Lafayette Road who, based on Seniority chose to stay at Lafayette Road, instead of parking as Eskanazi, as not informed of temporary closure of Lafayette Road parking, will be given thirty (30) days, to pick up a Eskanzi parking pass, after the signing of this agreement, and notification. If there are not enough Eskanazi access cards, then these employees will have to park at CSR until additional Eskenazi parking passes become available.
10. Posting of this MOU on the Indianapolis VAMC web page will occur within ten (10) days of signing of this agreement.

Signed:

  
John Atkinson for Management

Date: 6/11/14

  
Teri James for AFGE Local 609

Date: 6/2/14

MEMORANDUM OF UNDERSTANDING  
Between  
DEPARTMENT OF VETERANS AFFAIRS, INDIANAPOLIS VAMC  
And  
AFGE LOCAL 609

1. Any employee specific data collected from the nurse call system will be sent to AFGE Local 609 for review within 7 working days of collecting the data.
2. Any and all general data collected from the nurse call system will be redacted of any/all employee specific information to be used for general group reporting purposes.
3. If management recognizes a need to track any employee specific information through the nurse call system, AFGE Local 609 will be informed of the:
  - a. Name of employee and work area
  - b. Purpose/reason management believes monitoring was/is indicated
  - c. Dates of data collection
  - d. Copy of any/all data used in monitoring, without redaction of employee data, within 3 working days after management receives data
  - e. Copy of feedback given to employee
4. Employees leaving the work area will conduct a phone "hand off" to another RN and repeat the process upon returning.
5. Employees will be provided time to enter the required nurse call assignment information into the system at the beginning of their tour and at the sign-out at the end of their tour. If additional guidance is needed, management will provide just in time instruction.
6. All employees will receive training on the nurse call system.
7. All employees will be responsible for their phone and pager as appropriate.

Chari Weddle      T. Yanner      7/3/14  
Indianapolis VAMC      AFGE Local 609      Date