


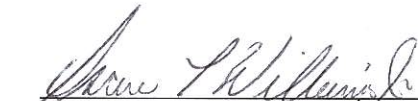
## Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration, (VHA) and American Federation of Government Employees (AFL-CIO) National Veterans Affairs Council #53 concerning the Safety Procedures and Protection Equipment for Employees caring for Ebola Patients.


1. Bargaining unit employees will be provided with PAPR or N-95 protective equipment as a minimum standard for personal protective equipment. Respirators in combination with the other required personal protection equipment are an effective method of protection against Ebola Virus when properly selected and worn.
2. Training of bargaining unit employees that are assigned to treat Ebola patients shall consist of a designated team that has been trained and deemed competent in the use of PPE equipment and Ebola protocols. Employees on designated EVD teams will be required to pass a medical clearance exam to work in full personal protective equipment prior to use. All training will be on duty time. Such training may be repeated quarterly.
3. In the event a bargaining unit employee is required to be quarantined or become sick. The bargaining unit employee should receive pay consistent with applicable VA's policy associated with being on sick leave.
4. Bargaining unit employees will be limited to no more than CDC recommended time spent in a EVD patient room wearing a PAPR or N-95.
5. Bargaining unit employees, as determined by Law or regulations, shall be provided medical treatment associated and or follow up under Article 29 Section 10 of VA/AFGE Master Agreement and/or successor document.
6. Bargaining unit employees infected by the Ebola virus while at work should follow the provisions of Article 29, section 10 for work related injuries and illness and Article 41, Worker's Compensation.
7. The donning of and doffing off of PPE equipment will be done utilizing the two (2) person Method whereby there is an observer to insure there is no contamination.

  
Larry Bennett, Staff Director LMR  
Department of Veterans Affairs (VA)

6/9/15  
Date

  
Oscar L. Williams Jr., 2<sup>nd</sup> Exec Vice President  
AFGE National Veterans Affairs Council #53

6/9/15  
Date

  
James Zeveski, VHA HR Consultant  
Veterans Health Administration (VHA)

6/9/15  
Date