

## 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 on VHA Handbook 1108.11 Clinical Pharmacy Services.

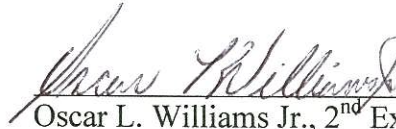
1. Protected Peer Review, as described in subsection 17 c., of this Handbook, is limited to promote confidential and non-punitive processes that consistently contribute to quality management efforts at the individual provider level.
2. Training provided to bargaining unit employee on VHA Handbook 1108.11 shall be on duty time and at various times to accommodate the staff.
3. AFGE Locals may elect to bargain on the local implementation of this VHA Handbook at their facility and/or duty location.
4. Upon their receipt the appropriate management official shall provide a copy of this MOU to the AFGE Local President.



Peter MacEachern, VA Labor Specialists  
For Department of Veterans Affairs (VA)

5/25/15

Date



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

5/20/2015

Date



James Zeveski, VHA Labor Consultant  
For Veterans Health Administration (VHA)

5/27/15

Date