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No. 0862 P. 3/4

**Memorandum of Understanding (MOU) for the
 VA Portland Health Care System between
 Department of Veterans Affairs, Portland Healthcare System (VAPORHCS) and
 American Federation of Government Employees (AFGE), AFL-CIO
 National VA Council 53, AFGE Locals 2157 and 2583**

The following constitutes an agreement between the parties of the VA Portland Health Care System (VAPORHCS) [Portland/Vancouver Divisions] within VISN 20, and the American Federation of Government Employees (AFGE), AFL-CIO, National VA Council #53 (NVAC), AFGE Local 2157 & AFGE Local 2583, to regulate a process for reviewing Medical Center Memorandums (MCMs) where all parties are in concurrence with the process.

- 1) AFGE Locals will receive an automated notification giving both Locals an opportunity to review the draft version of all MCMs that are new or being revised using the electronic MCM process. At this phase the locals may make comments through the electronic system, regardless of the parties' bargaining obligations.
- 2) Once the MCM goes through Management's revision process, the Union will receive automatic notification and given the opportunity to request a briefing if it is policy requiring bargaining. Medical center policies that propose changes in personnel policies, practices or working conditions affecting the interest of two or more locals also require notification to the National VA Council.
- 3) Although a formal briefing can take place and an agreement may lead to an MOU, once management decides to upload the updated and/or new MCM into our Intranet Website, the Agency will notify the Union of the publication.
- 4) Both Management and the Union reserve the right to re-open bargaining in this MOU by providing a minimum of 30 days advance written notice. The terms of this MOU will remain in place until renegotiated.

The following Medical Center Memorandums, attached and incorporated herein, are the true and correct copies as negotiated between the parties. If either of the parties choose to alter or edit these documents after the date of this signed agreement, they must provide proper notice and opportunity to bargain.

1. MCM 00-17 Disclosure of Adverse Events
2. MCM 00-14 Prevention Management and Reporting of Disruptive Patient Behavior
3. MCM 05-03 Absence and Leave MCM 05-35 Compressed Work Schedule
4. MCM 05-35 Compressed Work Schedule
5. MCM 05-06 Evaluating Performance of Title 38 Employees

Donald Fowler
 NVAC 11th District Representative
 Chief Negotiator, Labor

Donald L. Fowler

Date: 7/6/17

Michael W. Fisher
 Director
 Chief, Spokesperson for the Agency

Michael W. Fisher

Date: 6/22/18

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Denise L. Lieb
President AFGE Local 2583

Denise L. Lieb

Date: 6/23/17

Marcia Blaine
President AFGE Local 2157

Marcia Blaine

Date: 7-27-17