

**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, the parties have reviewed and agreed upon the appropriate arrangements and procedures regarding the Performance Plans, Competency and Position Descriptions for GS-4 File Clerks. The initial training will be for 90 days and the same employees can request/receive additional training on new procedures.

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 requesting negotiation. The terms of this MOU will remain in place until any new updates are agreed upon.

**Donald Fowler**  
NVAC 11<sup>th</sup> District Representative  
Chief Negotiator, Labor

Donald L Fowler

Date: 3/1/18

**Tricia Hafer**  
Chief, Business Office  
Chief, Spokesperson for the Agency

Tricia Hafer

Date: 3/1/18

**Denise L. Lieb**  
President AFGE Local 2583

Denise L Lieb

Date: 3/1/18

**Marcia Blaine**  
President AFGE Local 2157

for Marcia Blaine  
Gen Lozano, DL

Date: 3/1/18



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