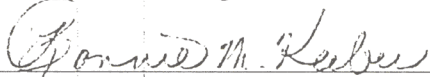


MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Healthcare Administration (VHA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) regarding the implementation of GS-7 LPNs and LVNs Standards at VHA facilities nationwide.

1. The parties acknowledge that the purpose of the GS-7 Standards is to provide for consistency in determining which LPNs and LVNs should be at Grade 7 at all VHA facilities. This is not intended to suggest that each VHA facility will have the same number or type of GS-7 LPNs or LVNs, nor that every facility will have any GS-7 LPNs or LVNs. An employee dissatisfied with a GS-7 LPN/LVN promotion action may request reconsideration of the action only in accordance with VA regulations contained in VA Handbook 5005, Part III, Chapter 4, Section 7.
2. Union Representatives will be permitted to attend national and/or facility level training on the Licensed Practical or Vocational Nurse Qualification Standard when training is scheduled. Training will be funded by the VA in accordance with Federal travel regulations, contingent on the availability of funds.
3. The GS-7 LPN and LVN grade is vested in the position, not in the person. This means that to be advanced to GS-7, a Licensed Practical or Vocational Nurse must meet the qualifications in the VA Licensed Practical or Vocational Nurse Qualification Standard and must also be in a position that has been determined by management to meet the criteria established in the Standard.
4. When management convenes work groups at a local facility for the purpose of making recommendations related to the content of functional statements for GS-7 LPNs and/or LVNs, the union will be allowed to make recommendations of bargaining unit members to serve on such work groups and to attend when the work groups are convened.
5. Management will notify the local union when an LPN or LVN position is determined to be at the GS-7 level and will provide the local union with a copy of the local GS-7 LPN and LVN functional statements.
6. The Department shall provide the National VA Council with current data showing VHA stations that have promoted LPNs and/or LVNs to GS-7 and annually for 3 years following the issuance of the new standards.


For Veterans Health Administration (VHA)

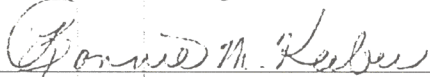

For National VA Council #53

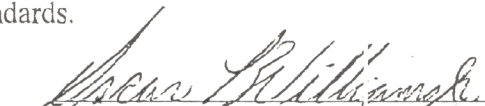
11-24-03
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For Veterans Health Administration (VHA)


For National VA Council #53

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