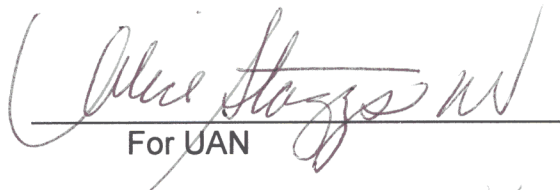


Memorandum of Understanding

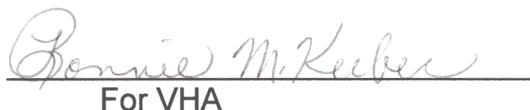
The following constitutes agreement between the Department of Veterans Affairs, Veterans Health Administration, (VHA) and the United American Nurses, AFL-CIO, National Veterans Affairs Council (UAN), regarding VHA Directive, "Use of Unlicensed Assistive Personnel in Administering Medication."

In the event that a bargaining unit RN delegates the administration of medication to unlicensed assistive personnel the following will apply:

1. The VA shall consider workload generated by utilization of unlicensed assistive personnel in determining appropriate staffing levels for RNs. This is an appropriate subject for local bargaining.
2. RNs will be oriented to the national and local policies.
3. RNs' documentation responsibilities will be addressed in local policies.
4. In accordance with Article 27, Section 1. C. and Article 35 Section 3, RNs will immediately notify the appropriate management official where an RN believes a work assignment would place a patient, the RN, or another staff member in an unsafe situation. The supervisor will determine whether or not the assignment should be carried out.
5. Disciplinary and major adverse actions will be taken in accordance with Article 11, Section 1.
6. RNs can and will be held harmless only when their actions and conduct are fully compliant with local and national VA policy. In such cases where the RN's and the VA's interests are aligned VA will defend the RNs.
7. Local bargaining on Impact and Implementation shall be appropriate to the extent permitted by law.
8. The appropriate management official shall provide a copy of this MOU to the local union president, upon their receipt.



For UAN



For VHA

12-20-05
Date