

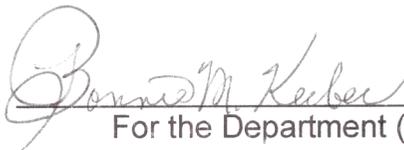
MEMORANDUM OF UNDERSTANDING

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 concerning implementation of the Clinical Nurse Leader (CNL) Pilot.

1. The Purpose of this Pilot is to support staff in the delivery of evidence based practice, enhance the quality of care and improve patient satisfaction and outcomes. In collaboration with the American Association of Colleges of Nursing (AACN), VA Office of Nursing Service is piloting the implementation of creating a new nursing role—the Clinical Nurse Leader. The VA is partnering with colleges of nursing to develop master's prepared nurses (or equivalent) who will potentially fill the CNL role, further address the needs of veterans and evaluate outcomes.
2. Management at each facility will determine if and where this role will be utilized. The CNL will be a mentor/resource for staff nurses. The Union can make recommendations as to where this role should be utilized; management will consider the union's recommendations.
3. In accordance with the Master Agreement Article 56, Section 4, when management determines to fill a CNL position, the local union will be notified and given the opportunity to bargain the implementation and impact of this role on the unit.
4. Local facilities will follow Article 56 provisions when filling these positions.
5. Local unions will be educated on the CNL role and will have access to the CNL video developed by VHA and any variations at field stations.
6. Local unions will be provided copies of position qualifications and vacancy announcements for CNL positions.
7. Since this is a pilot project, the CNL role will be evaluated using patient outcome measures. The local union may make recommendations to management as to how the CNL role should be evaluated. These recommendations by the union should be considered. Management will determine the evaluation measures and will communicate the measures and the summary results of the evaluation to the union at the local level.
8. The summary results of the evaluation will be shared with the NVAC at six months and one year. A list of all pilot sites will be available with the

summary data. The NVAC reserves the rights to address any issues that result from the data/information provided.

9. A list of current pilot sites will be attached to this MOU.
10. If it is determined that the CNL role is not reaching the targeted outcomes then management will make every effort to place the nurse in their previous position or a like position for which management determines the nurse to be competent and qualified. Otherwise, the nurse may be reassigned in accordance with VA Directive 5005.
11. The parties agree that the Local Unions will be notified and given opportunity to bargain. Local negotiations may not conflict with the AFGE Master Agreement or this MOU.
12. The appropriate management official shall provide a copy of this MOU to the local union president, upon their receipt.


For the Department (VHA)

4/19/06
Date


For the National VA Council # 53

4/20/06
Date

VSN	VAAC	ACADEMIC PARTNER	FACILITY POC	TELEPHONE	ACTION PLAN RECEIVED		PLANNING AND IMPLEMENTATION DATES		AACN PARTNER	
					Yes	No			Yes	No
1	Connecticut	Southern Connecticut State University	Margaret Veazey Theresa Conroy	(203) 932-5711 Ext 2800			Planning June 06, 2005	Greg		X
1	White River Junction, VT	University of Massachusetts-Amherst	Kate Harby	(802) 295-9363 Ext5380				Greg		X
2	Buffalo, NY	Keuka College	Elizabeth Weiss Janet Rizzo Karen Rice	(716) 862-8337			Planning May 2005 Implementing July 2005	Greg		X
2	Canandaigua, NY	Keuka College					Developing	Karen		
3	Hudson Valley	No academic partner	Lisa Dominzio	(914) 737-4400 Ext 2486				Karen		X
3	Northport, NY	No academic partner (11/28)	Denise Sweeney Catherine Napoli	(511)261-4400 Ext. 2409, 2410 2525				Karen		
3	New Jersey HCS	No academic partner	Nancy Stefano					Karen		
4	Wilkes-Barre, PA	No academic partner	Colleen Koskiel	(570) 824-3521 Ext 7803			Delayed until 2007.	Karen		X
4	Philadelphia, PA	The College of New Jersey	Karen Oiler	(215) 823-5208			Inactive	Karen		X
4	Wilmington, DE	No academic partner	Janice Compton Diane Reath Lisa Proszchik	(302)994-2511 x 4830 (302)994-2511 x 4636 (302)994-2511 x 4420			No academic partner at this time, planning date is June 1, 2005.	Karen		
5	Washington, D.C.	No academic partner.	Suzanne McMicholas Marcia Bowers Eunice Edwards	(202) 745-8486 (202) 745-8000 x 7240		Yes	Will provide future dates.	Karen		X
5	Baltimore, MD	University of Maryland					Inactive	Karen		
6	Hampton, VA	No academic partner	Audrey Moore Shedde Tindall	(757) 728-3101			Implementation will possibly take place late fall 2005.	Audrey		X

VSN	YAMC	ACADEMIC PARTNER	FACILITY POC	TELEPHONE	ACTION PLAN RECEIVED		PLANNING AND IMPLEMENTATION DATES	AACN PARTNER		
					Yes	No			Yes	No
7	William Jennings Bryan Dorn YAMC (Columbia, SC)	No academic partner.	Ruth Mustard Andre Marshall Leanne Meyer	(803) 776-4000 Ext 7467			Implementation is tentative for August 1st, 2005.	Sue		X
7	Charleston, SC		Sandy Locke Pat Wilson	404.321.6111 x6260				Sue		
7	Atlanta, GA		Carolyn Cover Cindy Smith	(334) 727-0550 Ext 5092				Greg	X	
7	Central AL		Greg Egerton Kim Bishop Beverly Bell				Does not have an academic partner.	Greg		X
7	Birmingham, AL	University of Alabama - Huntsville	Judy Hamrick	(205) 933-8101				Greg		
7	Tuscaloosa	The University of Alabama - Capstone College of Nursing	Cathy L. Smith					Greg		
8	San Juan, PR	Practice partner is Turabo University and G. Mendez Foundation Caguas, P. R.	Kathleen Collins & Alina Ojeda-Alfaro	(787) 641-7582 Ext 12287 Ext 12287/50 (Alina)	Yes		Planning began several mos ago. Program begins January 2006 and practice shall begin August 2006.	James		X applying
8	North FL/South GA		Ruth Gorman Barbara Ogden Nell Macleod	(352) 376-1611 Ext 6050 Ext 5864 Ext 4292				Greg		X
8	Tampa, FL		Cynthia Wynn-Groves Sandy Janzen Amette Sordly Daniel O'Neal Dore Alexandrou	(813) 979-3654				Greg		
8	Boy Pines, FL		Janice Allwood Diane Johnstone					Greg		
9	Memphis, TN		Betty Alsop Evelyn Wingard	(901) 577-7351				James	X	
9	Tennessee Valley Nashville & Murfreesboro, TN	Vanderbilt University	James L. Harris Sandra Walters Margaret Eaton	(615) 327-4751 Ext 5894	Yes		Began planning January 2004 and Implemented September 2004.	James	X	
9	Mountain Home, TN	East Tennessee State University	Juan Morales Teresa Englund	423-926-1171 ext 7213			Planning for January, 2005 and implementation date : January, 2006	James		
9	Huntington, WV	Marshall University	Kathleen Rotchevich Lynnma Archival Catherine Locher	502-287-4198 304-429-6741 ext 2102 304-429-6741 ext 2100			Planning began October 2005 implementation planned August 2005.	Audrey		

VSN	VAAC	ACADEMIC PARTNER	FACULTY POC	TELEPHONE	ACTION PLAN RECEIVED		PLANNING AND IMPLEMENTATION DATES	AACN PARTNER		
					Yes	No		Yes	No	
17	South Texas		Marthe Moseley	(210) 617-5300 Ext 14631				Marthe	X	
18	Amerillo, TX		Sheryl Heberger Mary Walters Smith, D.J. Martha Ayres	(320) 792-1480 Ext 5429 or 5276			Planning begun, Implementation June 2005	Sue	X	
18	Tucson, AZ		Robyn Oldaker-Hughes Charlie Silverl		Yes					
18	Albuquerque, NM	No academic partner.	Alan Jones	(505) 265-1711 ext. 2364			Planning June 2005	Karen		
19	Cheyenne, WY		Jan Beeken	(307) 778-7550 Ext 7073				Karen	X	
19	Salt Lake City, UT	University of Utah	Brian Westfield Carnie Shipley Gertie Gibson	(801) 584-1219				James	X	
19	Grand Junction, CO		Karen Nelson					Karen		
19	Eastern Colorado HS		Eric Rodgers					Karen		
20	Puget Sound, Seattle, WA	Seattle Pacific University	Charmayne Anderson (CML)	(206) 764-2411			Implementing program June 12, 2005.	Sue		X
20	Portland, OR	University of Portland	Kathy Chapman Kimberly Kihapatrick Tiffany Anderson Kelly Gaudreau	(503) 273-5001				Sue		X
21	Mather, CA	Sonoma State University - Rohnert Park	Donna Iatavola Wilma Fronda Peggy Jensen	(916) 366-5338		Yes		Sue		X
23	Central Iowa (Indicates Des Moines and Knoxville)		Alice Peterson	(515) 699-5694			June 1, 2005 and Implementation will take place Oct 1st, 2006	Audrey		X
23	Nebraska-Western Iowa	No academic partner	Eileen Kingston	(402) 346-8800 Ext 3316				Audrey		X
23	Minneapolis, MN	University of Minnesota	Tina Lund Sharon Mylienbeck Jackie White Rhonda Bauman Marie Efl	(612) 725-2103 (612) 725-3785		Yes		CNL Candidate selected May 2005	Audrey	X
23	Fargo, ND	No academic partner	Sandra Kurtzweigs Karen Bakken	701-239-3700 ext 3611			Inactive	Karen		

Notes: 11/28/05 Sandra Griffin is no longer the NE at Hudson Valley VA and Lisa is not aware if there is an Academic Partner or not.