

Memorandum of Understanding

The following constitutes agreement between the Department of Veteran Affairs and the United American Nurses, AFL-CIO, National Veterans Affairs Council (UAN). The MOU is entered concerning the VHA Directive 1020-Employee Incentive Scholarship Program (EISP).

1. In accordance with Article 13 Section 2 D of the VA/UAN Master Contract, all RNs will be informed of the processes by which he/she may apply for EISP.
2. All vacant bargaining unit positions will continue to be posted for a minimum of 14 calendar days in accordance with Article 34, Section 1 of the VA/UAN Master Contract.
3. The presence of a UAN representative during the workforce succession planning process is an appropriate subject for local bargaining. For example, the workplace succession planning process may include assessment of occupations with advanced degrees and potential for selected employees to assume roles commensurate with enhanced qualifications.
4. The UAN NVAC president shall be provided with an annual report of participants in EISP as well as number of RNs defaulting in their commitment.
5. The appropriate management official shall provide a copy of this MOU to the Local Union President at their facility upon receipt of the MOU.


For the Department (VA)

9-4-2009
Date


For the UAN National VA Council

9/11/2009
Date