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 the "pilot" CPAC in Asheville (Mid-Atlantic CPAC).

1. The parties agree that the CPAC Utilization Review nurse in Durham will remain in the UAN bargaining unit.

2. The UR staff at the local facilities will report directly to the Facility Revenue Director as the first line supervisor for day-to-day operations. Second level supervisor will be the Regional Revenue Director to the Chief Operating Officer at the Mid-Atlantic CPAC.

3. In accordance with the UAN Master Contract, Article 18, Section 3. F., the UR nurse has the right to be evaluated, and have proficiencies written by supervisors who have been trained in the proficiency rating system.

4. The appropriate management official will provide a copy of this MOU to local UAN union officials at their facility upon receipt of this MOU, and a copy of this MOU will be maintained on the VA website.

Bonnie Kuber 9/30/05 Alice Staggs 10/7/05

For the VHA Date For the UAN Date