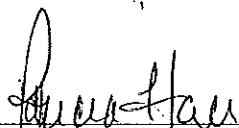


MEMORANDUM OF JOINT AGREEMENT

The following constitutes an agreement between the John J. Pershing VAMC (referred to as the agency) and the American Federation of Government Employees (AFGE) Local 2338 (referred to as the union) concerning RN CLC tours of duty; CWS – 12 hour shifts

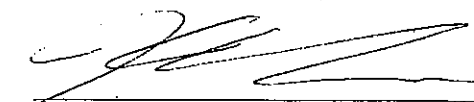
The Agency and AFGE agree to the following bargaining:

1. Management will schedule all Registered Nurses (3) 12 hour shifts and (3) 12 hour and (1) 8 hour shift every pay period
2. 8 hour tours (shifts) will be composed of the following:
 - a. 7:30am - 4:00pm
 - b. 3:30pm - midnight
 - c. 11:30am - 8:00pm
 - d. 11:30pm - 8:00am
3. 12 hour shifts will be composed of 7:30am - 8:00pm and 7:30pm - 8:00am
4. Days off will consist of at least two (2) days in a row, unless otherwise agreed to by the employee and supervisor and patient care is not negatively impacted
5. The schedule will be approved by the Nurse Manager or Asst. Nurse Manager (not a staff employee); to ensure that all RN's will be scheduled fairly and equitably per the Master Agreement
6. The Agency will utilize rosters of employees to cover unplanned absences. Using the precedence of order; soliciting volunteers, soliciting call-ins, followed by mandatory overtime utilizing seniority
7. The Nurse Manager will solicit RN shift preference in writing. AFGE will receive a copy of each employee's written request prior to finalizing the schedule. After initial solicitation, any later shift (tour) preference changes/requests must be made in writing via email to the manager. The manager will respond via email with an approval or disapproval to include justification/rationale
8. All staff will be informed of their new shift within two (2) weeks of this signed memo. The Nurse Manager will have a schedule completed within four (4) weeks of this memo, for a total of six (6) weeks
9. All schedules will be posted a minimum of six (6) weeks prior to first effective date
10. No bargaining unit employee will have their schedule altered once it is posted, unless mutually agreed between the supervisors and employee, and in doing so, does not impact care or the bargaining unit employee rights
11. Posted schedules will be provided to the local union president when they are posted for bargaining unit staff
12. This Agreement of Bargaining will take affect no later than thirty (30) days after signing of the Agreement



PATRICIA HALL
Medical Center Director

Date: 10/5/17



KEVIN ELLIS
President AFGE Local 2338

Date: 8/10/17