

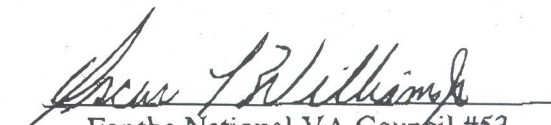
## MEMORANDUM OF UNDERSTANDING

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 (NVAC) concerning VHA Handbook 1108.3 Self-Medication Program (SMP) within the Department.

1. The Department agrees no practitioner licensure will be at risk because of VHA Handbook 1108.3 Self-Medication Program.
2. The national parties agree VHA Handbook 1108.3 Self-Medication Program is more appropriate for local negotiation. Upon request local management officials must meet their bargaining obligation prior to any implementation of this VHA Handbook
3. Upon receipt, the appropriate management official shall provide a copy of this MOU to the Local Union President.

  
For the Department (VHA)

12-28-09  
Date

  
For the National VA Council #53

12-28-09  
Date