

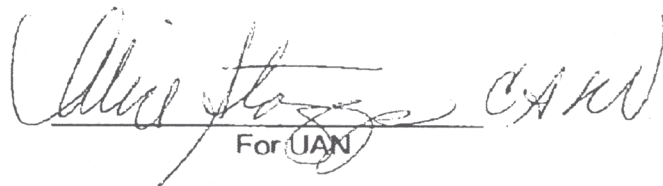
## MEMORANDUM OF UNDERSTANDING

The following constitutes agreement between the Department of Veterans Affairs and the United American Nurses, AFL-CIO, National Veterans Council (UAN) concerning a change in the time limit on a RN's usage of compensatory time from seven pay periods to 26 pay periods from its accrual as contained in VA Handbook 5007/27 and VA Handbook 5011/13.

1. As set forth in VA Handbook 5007/27, Part V, Chapter 2, paragraph 2.d(3)(b) and stated for informational purposes in Article 22 of the UAN Master Contract, any RN who is unable to use earned compensatory time within the time period specified in the Handbook following the pay period it was earned shall be paid overtime at the overtime rate. VA Handbook 5007/27, Part V, Chapter 2, paragraph 2.d(3)(a) currently provides a time period of 26 weeks for RNs to request to use earned compensatory time, after which time period the compensatory time will convert to overtime pay if it cannot be used despite the RN's timely request. In accordance with VA Handbook 5011, RNs may request to utilize accumulated compensatory time in lieu of annual leave, sick leave or leave without pay. If an employee is transferred to another facility, resigns, retires or is terminated, the employee will be paid overtime for unused compensatory time."
2. Pay period 24, beginning November 25, 2007, shall be the effective date for conversion to the 26 pay period usage of compensatory time for UAN bargaining unit employees. Compensatory time earned prior to that date will be used, forfeited or paid pursuant to the previous seven pay periods provisions.
3. Upon receipt, the appropriate management official shall provide a copy of this MOU to the local union president.



For VA



For UAN

10/24/07

Date

10/27/07

Date