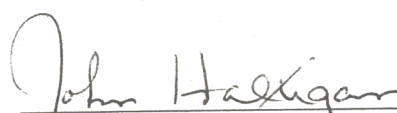
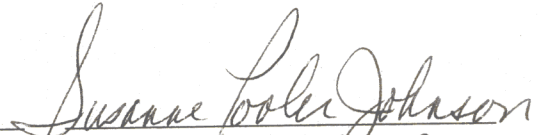


Memorandum of Understanding
Between
Veterans Affairs and
National Association of Government Employees

Subject: Article 18 Performance Appraisal
Article 20 Employee Awards and Recognition

The parties agree, that if National Association of Government Employees together with American Federation of Government Employees, (AFGE) negotiates with VA over proposed changes to the Department's Performance Management and Incentive Awards Systems, that the provisions of any resulting agreement will override the provisions of the above Articles should there be a conflict or inconsistency.


Department of Veterans Affairs


National Association of
Government Employees

October 2, 2003
Date