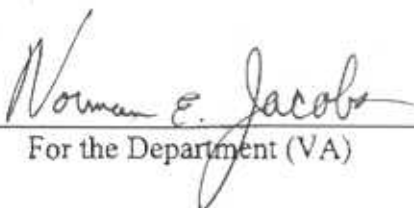


Memorandum of Understanding (MOU)

The following constitutes 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) regarding the VA "Front Line Revolution"(FLR).

1. The parties agree to pilot the VA "Front Line Revolution" for the period extending October 1, 2001 through March 31, 2002. The parties may mutually agree to extend this pilot. If the pilot is not extended, there will be no implementation of the Front Line Revolution without a national agreement.
2. The parties agree the implementation of Front Line Revolution does not constitute a waiver of the AFGE/VA Master or Supplemental Agreements.
3. Surveys or questionnaires regarding Front Line Revolution must be provided to the National VA Council #53 in accordance with Article 46 Section 8 of the Master Agreement. All information and/or data gathered will be provided to National VA Council #53. The results of surveys conducted by either party regarding conditions of employment will be shared.
4. No bargaining unit employees' rights will be adversely affected by the implementation of any Front Line Revolution idea without bargaining at the appropriate level.
5. A copy of this MOU shall be provided to the local union president by the appropriate management official upon receipt at the facility.


For the Department (VA)


For National VA Council #53

10-15-01
Date