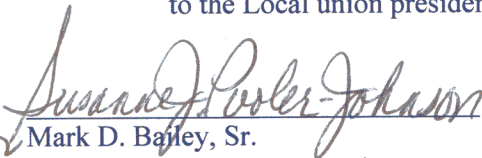



**MEMORANDUM OF UNDERSTANDING
NATIONAL ASSOCIATION OF GOVERNMENT EMPLOYEES
VA PANDEMIC INFLUENZA PLAN**

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the National Association of Government Employees (NAGE) concerning the VA Pandemic Influenza Plan.

1. In accordance with Article 10 of the Master Agreement and subject to the limitations set by 38 U.S.C. § 7422, NAGE will be provided notice and an opportunity to bargain over policies and procedures related to the VA Pandemic Influenza Plan.
2. In accordance with Article 10 of the Master Agreement and subject to the limitations set by 38 U.S.C. § 7422, NAGE Locals will be given notice and provided an opportunity to bargain over local procedures related to the implementation of the VA Pandemic Influenza Plan.
3. In accordance with Article 10 of the Master Agreement and subject to the limitations set by 38 U.S.C. § 7422, NAGE Locals will be given notice and provided an opportunity to bargain over local VA Pandemic Influenza Plans.
4. NAGE will be allowed participation of one member on the national VA Pandemic Influenza Advisory Group.
5. NAGE will receive timely written notification of changes in the VA Pandemic Influenza Plan or policies that may have more than a de minimis impact on bargaining unit employees' working conditions.
6. Current and updated information related to the VA Pandemic Influenza Plan will be posted on the following websites:
<http://www.publichealth.va.gov/flu/pandemicflu.htm> and (when established)
www.va.gov/pandemicflu.
7. All employees will be entitled to receive the seasonal influenza vaccine and, as available, the pandemic influenza vaccine at no cost.
8. All employees will be provided information about their Medical Center or VISN VA Pandemic Influenza Plan and/or policy. This information will be distributed in accordance with Article 10 of the Master Agreement.
9. Upon receipt, the appropriate management official shall provide a copy of this MOU to the Local union president.

for 
Mark D. Bailey, Sr.
NAGE National Representative

Date: 6-2-06


Bonnie Kerber
HR Consultant
VHA HRM Group
DATE 5-30-06