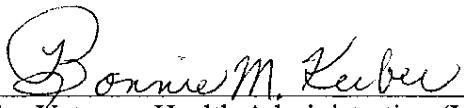


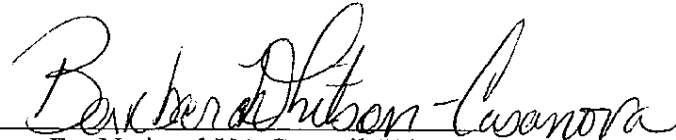
Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees (AFGE and/or Union), AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning the implementation of the VA Office of Nursing Services Staffing Methodology Pilot (Pilot Project).

1. The Parties agree that bargaining unit employees' participation on unit based expert panels in the Pilot Project will be voluntary.
2. AFGE will receive all training materials prior to on-site training of bargaining unit employees.
3. In accordance with Article 46, section 8 A. of the VA/AFGE Master Agreement, VHA will not communicate directly with bargaining unit employees through verbal or written surveys and questionnaires regarding conditions of employment without prior notification to the Union.
4. In accordance with Article 46, section 8 C. of the VA/AFGE Master Agreement, the aggregate results and data of the surveys conducted regarding conditions of employment will be shared with the Union.
5. The Parties agree Local facilities will meet their bargaining obligations related to local procedures and appropriate arrangements.
6. The Local Union may recommend a bargaining unit nursing staff employee to be a member of the unit based expert panels.
7. The Local Union will have one Union official participating in the facility based expert panel.
8. The appropriate management official shall provide a copy of this MOU to the local union president, upon their receipt.


For Veterans Health Administration (VHA)

10-23-08
Date


For National VA Council #53

10-27-08
Date