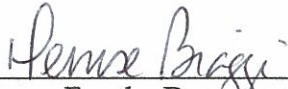


## MEMORANDUM OF UNDERSTANDING

The following constitutes an Agreement between the Department of Veterans Affairs, Employee Education System (EES) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) on the EES Telework Task Force, Pilot Program Proposal.

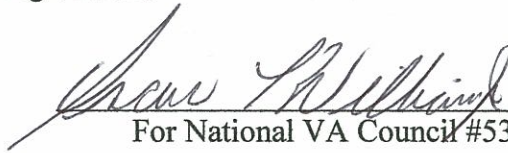
1. The national parties understand that EES Telework Pilot Program will run for at least six (6) months after the signing of this MOU.
2. The NVAC will be notified and have the opportunity to negotiate prior to national rollout of the EES Telework Program.
3. Upon receipt, the appropriate management official shall provide the local Union president a copy of this MOU.
4. The local Unions where EES bargaining unit employee are located may elect to bargain on the implementation of the EES Pilot Program in accordance with Article 44, Section 4 of the VA/AFGE Master Agreement.



For the Department (VA)

11/24/08

Date



For National VA Council #53

11-17-08

Date