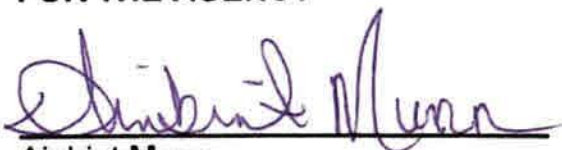


Memorandum of Understanding

This memorandum of understanding (MOU) sets forth an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Nurses Organizing Committee, National Nurses United (NNOC/NNU). This MOU is entered pursuant to the provisions 5 U.S.C. Chapter 71 and applies to all registered nurses represented by NNOC/NNU regarding the implementation of Microsoft Dynamics.

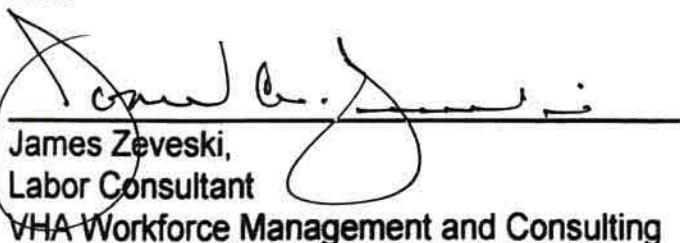
1. The Department will ensure that all bargaining unit employees required to use Microsoft Dynamics will receive training necessary to enable them to utilize the functions of the program prior to the RNs usage. RN's will be on duty time for training.
2. The Department will provide the local NNOC/NNU Director with information pertaining to the rollout process prior to the implementation of Microsoft Dynamics.
3. NNOC/NNU at the local levels will be given the opportunity to bargain the impact and implementation and appropriate arrangements of Microsoft Dynamics as long as it does not conflict with this MOU.
4. Upon request, NNOC/NNU will be provided with reports of findings concerning the initial rollout of Microsoft Dynamics.
5. The effective date of this agreement will be the date signed by both parties. VACO LMR will expeditiously provide the local VA facilities with a signed copy of the agreement. The appropriate local management official will provide a copy of the signed MOU to the local NNOC/NNU Director upon their receipt.

FOR THE AGENCY



Ainbint Munn
Labor Relations Specialist
Department of Veterans Affairs (VA)

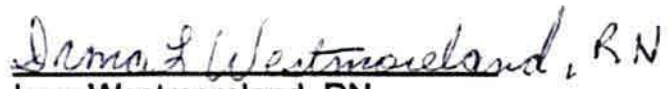
11/16/17
Date



James Zeveski,
Labor Consultant
VHA Workforce Management and Consulting

11/16/17
Date

FOR THE UNION



Irma Westmoreland, RN
Chair
NNOC-NNU

11-15-17
Date