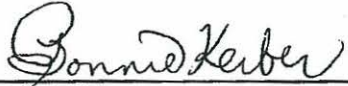


Memorandum of Understanding

The following constitutes an Agreement between the Department of Veterans Affairs, (VA), Veterans Health Administration (VHA) and the American Federation of Government Employee, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning the Operating Room Workload and Quality of Care Research Project (Research Project).

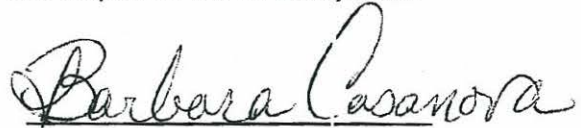
1. Bargaining unit employees will be given the opportunity to participate in the research project. Participation is voluntary.
2. The Department will meet its Labor-Management obligations if there are changes in conditions of employment associated with the research project.
3. The affected local union will be notified prior to the start of any focus groups related to the research project.
4. The procedures for soliciting participation of bargaining unit employees are a subject for local negotiations, when applicable.
5. Bargaining unit employees' participation and responses will be anonymous.



For VHA

12-13-07

Date



For National VA Council #53

12-18-07

Date