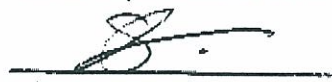


MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the National Association of Government Employees (NAGE) concerning "Clinical Procedures Flow Sheets Project".

1. NAGE in accordance with Article 10 of the Master Agreement will be provided notice and opportunity to bargain over changes that impacts bargaining unit employees, pertaining to Clinical Procedures Flow Sheets Project.
2. The Parties agree that bargaining may take place at the Local level in accordance with Article 10, Section 5 of the Master Agreement.
3. NAGE Local representatives as requested will be permitted to attend local training pertaining to the Clinical Procedures Flow Sheets Project at NAGE sites.
4. NAGE National representatives will receive timely notification on any and all changes pertaining to the Clinical Procedures Flow Sheets Project in accordance with Article 10 of the Master Agreement.
5. NAGE National and Local representatives will be provided with a draft copy of the Clinical Procedures Flow Sheets Project training manual and provided the opportunity to bargain on procedures and appropriate arrangements.
6. In accordance with Article 10 of the Master Agreement, NAGE reserves its right to address matters about the Clinical Procedures Flow Sheets Project as they occur at the appropriate level of recognition (national, intermediate or local).
7. The appropriate management official shall provide a copy of this MOU to the Local Union President, within five workdays of his or her receipt of this MOU. The Department agrees to provide a copy of this MOU to all impacted Network Directors and Medical Center Directors within five workdays of the execution of this MOU.


Larry Bennett
For the Department of Veterans Affairs


Sylma Vargas
For the Veterans Health Administration


Mark D. Bailey, Sr.
National Representative NAGE/SEIU