

## 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, SEIU (NAGE-SEIU or Union) regarding the Union's September 23, 2004 National Level Grievance re VISN-9 Business Office Integration/ Intermediate Level Bargaining (the grievance). The parties agree to settle and resolve the grievance pursuant to the following terms:

1. If a change in working conditions is proposed at the VISN level but facility Directors are authorized to bargain on the substance of the change, notice will be provided by each facility to the impacted Local(s) and bargaining will take place at the local level pursuant to Article 10, Section 5. The Local may forward a copy of the notice to NAGE at the national level. Upon request, the Department will provide information regarding the proposed change to NAGE at the national level.
2. If a change in working conditions is proposed at the VISN level and the VISN Director does not delegate authority to bargain on the substance of the change, the Department will provide all necessary information to the Union at the national level, including a briefing if requested, and bargaining will take place at the intermediate level pursuant to Article 10, Section 4. If the VISN notifies the Department at the national level of such a proposed change, the Department will forward such notice to NAGE at the national level. In accordance with Article 10, Section 4.A of the CBA, the Parties will make every effort to use bargaining team members from the geographic area of concern. Travel expenses will be paid in accordance with Federal Travel Regulations by Management to bargaining unit team members, and Official Time will be afforded members if otherwise in a duty status.

for VHA

  
Bonnie M. Kerber

  
Meghan Flanz

Dated: November 21, 2005

for NAGE/SEIU

  
Mark D. Bailey

  
Gina Lightfoot-Walker

Dated: November 16, 2005