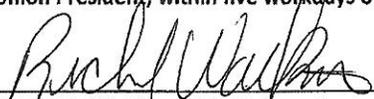


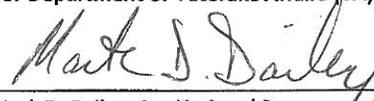
## NAGE MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding constitutes an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Association of Government Employees (NAGE) concerning the Social Media Monitoring Policy.

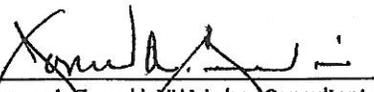
1. The parties agree that VHA facilities will fulfill any local appropriate arrangements and procedures bargaining obligations that do not conflict with this MOU, over the implementation of the Social Media Monitoring Policy program.
2. Management will provide appropriate training to any bargaining unit employee (BUE) whose responsibilities include monitoring facility social media sites for the purpose of identifying individuals who may be showing signs of mental health crisis or suicidal ideation.
3. BUE's whose responsibilities include monitoring social media sites outside of their normal tours of duty will be paid in accordance with the appropriate regulations and the Master Agreement.
4. NAGE reserves the right to further negotiate to the extent provided by law, regarding any policies or procedures that are developed and subsequently approved by the Department related to social media monitoring.
5. A copy of this signed MOU shall be posted on the labor-management relations website.
6. The appropriate management official shall provide a copy of this MOU to the Local Union President, within five workdays of his/her receipt of the MOU.

  
Richard L. Watkins, VA LMR Consultant  
For Department of Veterans Affairs (VA)

7-23-13  
Date

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

7-24-13  
Date

  
James A. Zeveski, VHA Labor Consultant  
For Veterans Health Administration (VHA)

7/22/13  
Date