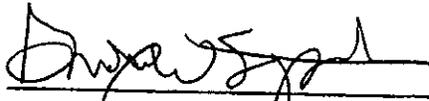


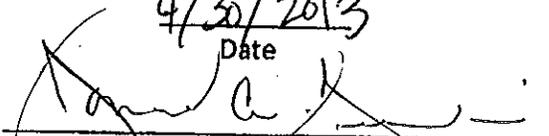
Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the National Association of Government Employees on Resource Management System (AcuStaf) and like software programs.

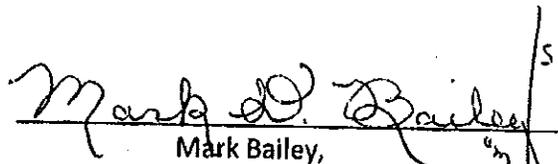
1. The Parties agree that NAGE reserves the right to bargain concerning the implementation of Resource Management System (AcuStaf and like software systems) at the local level.
2. Local management officials shall meet their labor bargaining obligation at the local level prior to implementing or having implemented a Resource Management System at the facility.
3. A copy of this signed MOU shall be provided within 5 days to each Local union president by the appropriate management official, upon their receipt.
4. A copy of this signed MOU shall be posted on the Labor Management Relations web site within 10 days of signing of this agreement.



Donald Stephen, VA LMR Consultant
Department of Veterans Affairs (VA)
4/30/2013
Date



James Zeveski, VHA HR Consultant
5/6/13
Date



Mark Bailey,
National Representative NAGE/SEIU
4/29/2013
Date