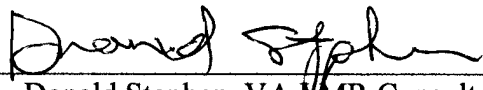


Memorandum of Understanding

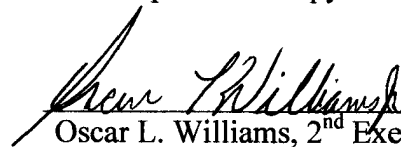
The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees, (AFL-CIO), National Veterans Affairs Council #53 (NVAC) on VHA Facilities implementation of Employee Self Scheduling Software Systems.

1. The national parties agree the implementation of employee's self-scheduling software systems does not change any terms of the VA/AFGE Master Agreement. National VA Council does not give any Local or Labor Forums the authority to waive the rights of the exclusive representative in the implementation of such self-scheduling systems.
2. The software system being use mostly by VHA is Acustaf Software.
3. Bargaining unit employees shall be on duty time for all training related to the employee self-scheduling systems.
4. Pursuant to Article 47, section 4B, VHA Management officials at the appropriate levels shall send notice to the exclusive representative prior to implementation of changes in personnel policies, practices, or working conditions affecting the interests of two or more AFGE Locals within a facility.
5. Pursuant to Article 47, VHA Management officials at the appropriate levels shall send notice to the exclusive representative prior to implementation of changes in personnel policies, practices, or working conditions affecting the interests more than one facility in a VISN. The practice of one facility implementing then, another facility implementing will not circumvent the rights of the NVAC.
6. AFGE Locals have the right to negotiation further on the implementation of employee self-scheduling systems, so long as there is no conflict with this MOU and VA/AFGE Master Agreement.
7. Upon receipt, the appropriate management official shall provide a copy of this MOU to the Local Union President.



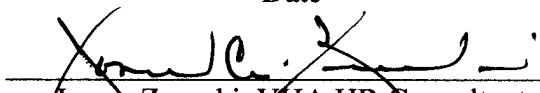
Donald Stephen, VA LMR Consultant
Department of Veterans Affairs (VA)

5/20/2013
Date



Oscar L. Williams, 2nd Exec. Vice President
AFGE, National VA Council#53

5/17/2013
Date



James Zeveski, VHA HR Consultant
Veterans Health Administration (VHA)

5/22/13
Date