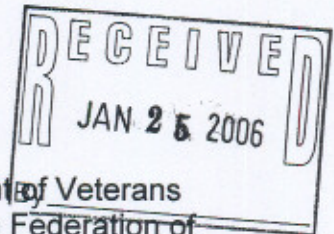


DUPLICATE



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) concerning VHA facilities who pursue Magnet Designation.

1. The facility will notify the local union when they begin the process of applying for Magnet Recognition.
2. The local union may designate a bargaining unit representative to be on the local committee/workgroup. Staff member selections for the committee will be based on volunteers, expertise and management and union recommendations.
3. The local union may make recommendations on how input should be solicited from bargaining unit employees.
4. If a decision is made to implement recommendations through the Magnet process that would change AFGE bargaining unit employees' working conditions, policies or practices, AFGE will be notified and given the opportunity to bargain as appropriate prior to implementation of the change.
5. The local union and all bargaining unit employees involved in the Magnet process will be oriented to the Magnet program.
6. The local union will be given the opportunity to review and comment on the facility plans for pursuing Magnet Designation.
7. Local management will provide information on implementation and evaluation of the process to the local union.
8. VHA and AFGE believe that Magnet Designation is best achieved in a fully engaged, collaborative and communicative labor management partnership environment.

Bonnie M. Kerber
For the Department (VHA)

Jane M. Nygaard
For the National VA Council # 53

1-23-06
Date

1-25-06
Date