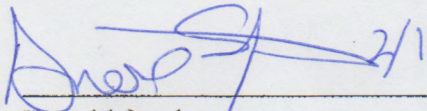


Memorandum of Understanding

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 (NVAC) #53 on VHA's Behavioral Health Interdisciplinary Program (BHIP) Teams.

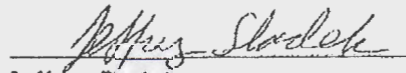
1. Facilities shall, to the extent feasible, maintain the national mental health staffing model as a minimum.
2. Facilities will consider internal candidates first when selecting staff for BHIP teams.
3. Facilities will meet their local bargaining obligations prior to implementation of BHIP.
4. All data gained from pilot sites will be shared with council 53.
5. Upon their receipt, the appropriate management official shall provide a copy of this MOU to the AFGE Local President.

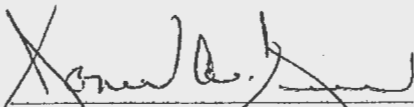
FOR THE AGENCY

 2/19/14

Donald Stephen
Labor Relations Specialist (LMR)
Department of Veterans Affairs

FOR THE UNION

 2-18-14
Jeffrey Sladek
13th District Rep., NVAC

 2/19/14

James Zeveski
Labor Consultant
Veterans Health Administration