

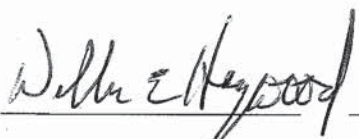
Memorandum of Understanding (MOU)

The following constitutes an agreement between the Department of Veterans, Veterans Integrated Service Network 10, (VISN 10) and the American Federation of Government Employees (AFL-CIO) National Veterans Affairs Council #53 on implementation of the DSS Consult Tracking Manager Software.

1. The parties agree bargaining unit employees, impacted by the implementation of the Consult Tracking Manager Software will receive training by the vendor in conjunction with the initial implementation. Future training offerings will be executed by facility personnel and/or vendor support.
2. DSS Consult Tracking Manager training will be made available on duty time. The training sessions are anticipated to be two (2) hours in duration.
3. The parties agree that additional training opportunities will be provided to bargaining unit employees, in the event the need arises. Management will notify the Local President at the local facility to encourage union participation in the training.
4. Management agrees to notify National Veterans Affairs Council 53 in the event the implementation of DSS Consult Tracking Manager results in a change to bargaining unit employees Performance Plan/Standards.
5. Training of the DSS Consult Tracking Manager will be conducted at the following facilities on the following dates

Cleveland- September 18-20
Northern Indiana-September-26-28
Saginaw -September -25-27
Detroit-October -2-4
Dayton -October -2-4
Cincinnati - October 16-18
Chillicothe - October -October-9-11
Battle Creek -October -22-25
Ann Arbor - October -30- November 1
Columbus -October -30- November
6. Upon receipt, the appropriate management official shall provide to the AFGE Local President a copy of this MOU.
7. The parties agree this MOU shall be reviewed between VISN 10 and NVAC 53 upon the sooner of the completion of the renegotiation of the current Master Agreement (2011) or one year from the effective date of the agreement.

Eric Gonzales Date
VISN 10 Human Resources Officer



Willie E. Haywood Date
President 6th District NVAC