MEMORANDUM OF UNDERSTANDING

WHEREAS the UAN and VA are parties to a collective bargaining agreement known as the National Master Contract which is effective by its terms through March 11, 2008; and

WHEREAS the RNs employed by the VA at the Central Iowa Health Care System ("CIHCS") VA are members of the consolidated national bargaining unit governed by the National Master Contract; and

WHEREAS the parties to the National Master Contract understand and intend Article 36, Section 2.B to require the posting of work schedules to include the date, shift and unit assignment of each assigned RN at the time of posting; and

WHEREAS the National Master Contract does not contemplate the establishment of a "float pool" of RNs; and the local parties have entered in to a Memorandum of Understanding dated May 23, 2005 and executed on or about June 3, 2005, regarding the establishment of a "float pool" and the posting of work schedules for Registered Nurses ("RNs") who are assigned to the "float pool" at the VA "CIHCS"; and

WHEREAS the parties to the National Master Contract have agreed to permit the continuation of the "float pool" at the CIHCS VA under the specified limited circumstances set forth herein and without reopening or amending the National Master Contract.

NOW WHEREFORE, in consideration for the mutual covenants set forth herein, the parties hereto agree as that neither this MOU, nor the MOU dated May 23, 2005 shall establish any precedent with respect to the interpretation of the National Master Contract, nor shall either operate as a waiver of UAN's contractual or statutory rights.

For the United American Nurses:

Alice Staggs NV 2/26/06

Alice Staggs, RN Date
President, National VA Council
United American Nurses

For the Department of Veterans Affairs:

Bonnie M. Kerber 2/24/06

Bonnie Kerber Date
Human Resources Consultant
Department of Veterans Affairs