

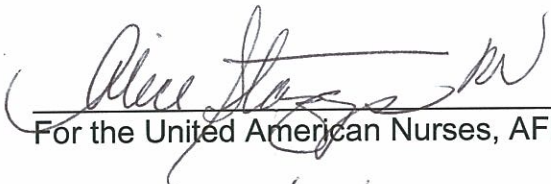
MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) sets forth an agreement between the United American Nurses (Union and/or UAN) and the Department of Veterans Affairs, Veterans Health Administration (Agency and/or VHA). The MOU is entered into pursuant to the provisions of 5 U.S.C. Chapter 71, concerning the VA Office of Nursing Services Staffing Methodology Pilot at VISN 1, 6, 15, 16 and 20.

1. The Local Union will have one Union official participating in the facility based expert panel.
2. The Local Union may recommend a bargaining unit RN to be a member of the unit based expert panels.
3. UAN will receive notice if the pilot expands to other UAN sites.



For the Department of Veteran Affairs,



For the United American Nurses, AFL - CIO

DATE: 12-1-08

DATE 12/2/08