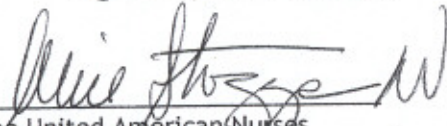


MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) sets forth an agreement between the United American Nurses (Union and/or UAN) and the Department of Veteran Affairs, Veterans Health Administration (Agency and/or VHA). This MOU is entered into pursuant to the provisions of 5 U.S.C. Chapter 71 and applies to all Registered Nurses represented by UAN. The parties to this memorandum enter into this agreement for the purposes of establishing a mutually beneficial agreement concerning the June 1, 2007 guidance memorandum from the VA Deputy Under Secretary for Health for Operations and Management designed to ensure timely access to mental health services (herein referred to as the "Mental Health Access Memorandum").

1. The parties acknowledge the rights conferred on both the Union and the Agency under Title VII of the Civil Service Reform Act.
2. Implementation of the Mental Health Access Memorandum shall be subject to local negotiations.
3. In accordance with Article 47, section 4A of the Master Agreement, upon request, the local may be briefed on the initiatives described in the Mental Health Access Memorandum by a local management official prior to the demand to bargain being submitted.
4. In accordance with Article 39, section 3, and Article 47, section 4B of the Master Agreement, the local President shall be provided notice from the Agency of the planned implementation of the initiatives described in the Mental Health Access Memorandum. The Agency shall provide reasonable advance notice prior to changing conditions of employment of bargaining unit RNs. The Agency agrees to forward, along with the notice, all relevant information relied upon to propose the changes in conditions of employment, for the purpose of UAN exercising its full rights to bargain. All notifications shall be in writing or by electronic means to the local President.
5. To the extent permitted by the provisions of 38 USC 7422, implementation will not occur until bargaining is complete.
6. In accordance with Article 47, section 4C of the Master Agreement, the parties may establish ground rules for local negotiations on the implementation of the Mental Health Access Memorandum.
7. The terms of this MOU are not precedential and may not be relied upon by either party as justifying the same or similar terms in any subsequent negotiations.

8. The effective date of this agreement will be the date the Agreement is signed by both parties.


For the United American Nurses


For the Department of Veteran Affairs


DATE