MEMORANDUM OF UNDERSTANDING

In accordance with Article 48, Section 2 of the National Master Agreement between the Department of Veterans Affairs (the "VA") and the United American Nurses (the "UAN"), the President of UAN's National VA Council (the "UAN-NVAC President") is granted 100% Official Time.

Recognizing that the UAN-NVAC President's performance of representational duties takes place across several time zones and, at times, outside the hours of an administrative tour of duty, the parties agree that the UAN-NVAC President is authorized to self-designate his or her hours and/or tours of duty from week to week.

When the UAN-NVAC President intends to work hours that deviate from an administrative workweek (*i.e.*, 8:00 a.m. through 4:30 pm, Monday through Friday), to the extent practicable he or she will, before the end of the preceding week, notify the VA of his or her intended hours of work. He or she will provide said notice to the appropriate timekeeping official at the local VA facility where the UAN-NVAC president is stationed.

The parties enter this MOU with the understanding that under 38 U.S.C. § 7453, "additional pay" (i.e., "differential pay") is not available to the NVAC President for night, weekend, evening or holiday tours on which the NVAC president has scheduled him- or herself to work.

Nothing in the Memorandum of Understanding shall be construed to waive any contractual or statutory rights conferred upon UAN or on the UAN-NVAC President in his or her capacity as an employee of the Department of Veterans Affairs.

Bonnie M. Kerber 10/5/2006

Bonnie Kerber Date
VHA Human Resources Specialist
Department of Veterans Affairs

Cheryl L. Johnson 10/4/2006

Cheryl Johnson Date
President
United American Nurses, AFL-CIO

Alice M. Staggs 10/4/2006

Alice Staggs Date
President, National VA Council
United American Nurses, AFL-CIO