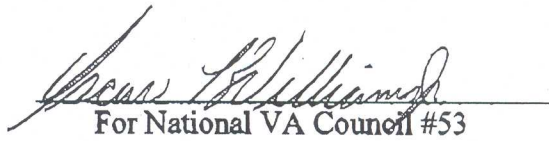


MEMORANDUM OF UNDERSTANDING

The following constitutes an Agreement between the Department of Veterans Affairs, (VA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning the Office of Information and Technology (OI&T) Operations, Service Line Management Pilot Program within Region 1.

1. OI&T agrees to provide IT staff in Region 1 with communication and/or presentation on the Service Line Management concept.
2. The OI&T agrees that bargaining unit employees within Region 1 may volunteer to apply for OI&T Operation Service Line Positions. The bargaining unit employees are encouraged to apply for more than one position within the Service Lines.
3. The parties agree to begin the Pilot after 75% of the positions have been filled. The Service Line Management Pilot program shall end no later than November 1, 2009.
4. No bargaining unit employee shall suffer any loss of base pay, lose their job, or be reassigned out of OI&T without meeting the bargaining obligations at the National Level.
5. During the Service Line Management Pilot, no change in the conditions of employment of bargaining unit employees will be made other than the exception stated in this MOU.
6. The parties agreed to use Service Computation Date (SCD) to determine seniority.
7. The appropriate management official shall provide a copy of this MOU to the Local Union President upon their receipt.


For the Department


For National VA Council #53

10/6/08
Date

10-6-08
Date