


MEMORANDUM OF UNDERSTANDING

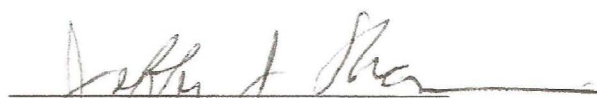
The following agreement is between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA), and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) in regard to VHA's REACH VET Program.

1. Consistent with the Master Agreement, employees will receive training on duty time. The Local Union may bargain the process and procedure of VHA'S REACH VET Program implementation and training. Management will outline and present any competency required by employees to be sufficient enough to meet veterans care or proficiency skills and be successful in duty assignments.
2. The Department will meet its obligation to bargain changes affecting working conditions locally in accordance with the NFFE Master Agreement for bargaining unit employees impacted by implementation of VHA's REACH VET Program.
3. NFFE may request reports as they are made available regarding the VHA's REACH VET Program and any metric or data collected.
4. In accordance with Article 2, Section 13, of the Master Agreement, if the Department establishes a Local, VISN or National chartered process action, work group or committee; the Union will be given the opportunity to designate at least one representative to that group. Official time for representatives not already on official time is independent of the time negotiated in the master agreement.
5. NFFE midterm team reserves the right to address issues related to VHA's REACH VET Program that impact the working conditions of the BUE as they occur that have not been covered by this MOU.
6. Copies of this MOU will be posted on distributed by appropriate local Management official to the NFFE local president on completion. This MOU will be posted on VHA LMR website.



Michael J. Clements
Labor Relations Specialist
Department of Veterans Affairs (VA)

11/15/2016
Date



Jeffrey Shapiro,
President
NFFE-IAM, DVA Council

11/14/2016
Date



Jim Zeveski
Labor Consultant
Veterans Health Administration (VHA)

11/16/16
Date