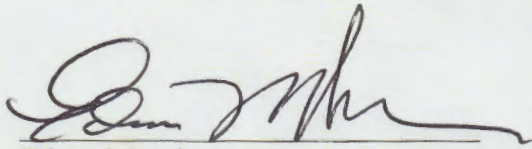


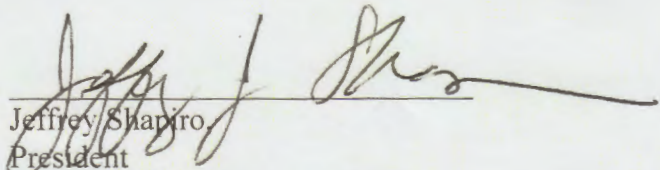
MEMORANDUM OF UNDERSTANDING

The following agreement is between the Department of Veterans Affairs (VA), Office of Information and Technology (OI&T) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) in regards to the testing and general OI&T deployment of Microsoft Office 2016 and Migration to Office 365.

1. Bargaining unit employees (BUEs) will not be adversely affected with respect to their performance expectations, if the deployment of Microsoft Office 2016 and migration to Office 365 is deficient, and its necessary use prevents BUEs from performing their assigned duties.
2. Consistent with Article 36 – Training, BUEs affected by the deployment of Microsoft Office 2016 and the migration to Office 365 will have training available to them during duty time. Any training provided will be sufficient to meet required competencies and success in assignments requiring the use of Microsoft Office 2016 and Office 365.
3. The NFFE midterm team reserves the right to address issues related to the OI&T deployment of Microsoft Office 2016 and Migration to Office 365 as they occur that have not been covered by this MOU.
4. Consistent with Article 8, NFFE Locals may elect to bargain so long as it does not conflict with this MOU or the Master Agreement.
5. Upon receipt, a copy of this MOU will be distributed by the appropriate local management official to the NFFE local president. This MOU will be posted on the LMR website within 10 business day of signature.



Edson Morales
Labor Relations Specialist
Department of Veterans Affairs (VA)



Jeffrey Shapiro
President
NFFE-IAM, DVA Council

11-16-2016
Date

11/15/2016
Date