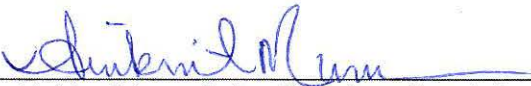


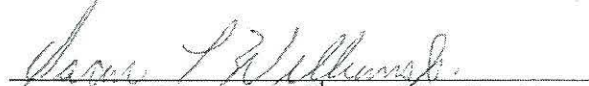
Memorandum of Understanding

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) on the use of Personal Identity Verification (PIV) Multifactor Authentication for Access to VA Information Systems.

1. The national parties agree that prior MOU on VA Handbook 0735 Personal Identity Verification (PIV) for Federal Employees, Union Officials and Union Support Staff dated May 18, 2008, shall remain in effect.
2. Bargaining unit employees shall not be required to pay for the replacement of the PIV card.
3. Bargaining unit employees shall not be adversely affected by the implementation of the PIV Multifactor Authentication for Access to VA Information Systems, as it relates to the employee's job performance.
4. Bargaining unit employees that come to work without a PIV card can, in accordance with the VA/AFGE Master Agreement, be excused to retrieve their PIV card or be given a temporary password for that day in accordance with this MOU.
5. NVAC reserves its rights to address matters related to this PIV Multifactor Authentication for Access to VA Information Systems
6. AFGE Locals may bargain on the local implementation of the PIV/Multifactor Authentication for Access to VA Information Systems, so long as there is no conflict with the VA/AFGE Master Agreement, the prior MOU stated in paragraph #1 and this MOU.
7. Upon their receipt, the appropriate management officials shall provide the Local Union President with a copy of this MOU.


Ainbint Munn, Labor Relations Specialist
For the Department of Veteran Affairs (VA)

5/3/2016
Date


Oscar L. Williams Jr., 2nd Exec Vice President
AFGE National Veterans Affairs Council #53

5/3/2016
Date