

**Memorandum of Understanding**

The Department of Veterans Affairs (VA) and the National Federation of Federal Employees VA Consolidated Locals (NFFE) agree to the provisions outlined below regarding the effective date of the new Master Collective Bargaining Agreement (Master Agreement) between the parties.

Whereas the parties recognize the importance of adequate training regarding the intent and meaning of the language in the new Master Agreement to avoid any misinterpretation and/or misapplication of the new Master Agreement by VA and NFFE, and whereas the parties have agreed to a joint training plan that is expected to be completed in July 2012, the parties agree to the following:

1. The implementation of the new Master Agreement will be delayed until July 1, 2012; and
2. For purposes of reopening the new Master Agreement, the effective date of July 1, 2012 will be used as the Master Agreement effective date. Pursuant to Article 48, Section 3, the new Master Agreement may be reopened by either party no less than 60 calendar days or more than 105 calendar days prior to July 1, 2015, or any other expiration date.



Doug Katcher  
Chief Negotiator for VA

2/2/12

Date



Bill Fenaughty  
Chief Negotiator for NFFE

Date

6 FEB 2012



Sylma Vargas  
VHA

Feb. 2, 2012

Date