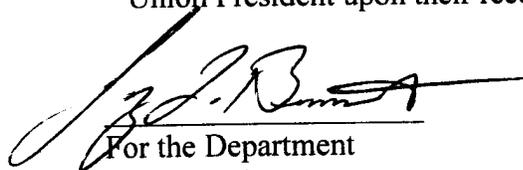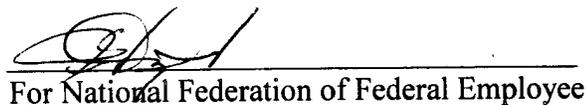# Memorandum of Understanding

The following agreement is between the Department of Veterans Affairs (VA) and the National Federation of Federal Employees, VA Council of Consolidated Locals (Union), concerning Real Time Location System (RTLS), technology and applications that utilize passive and active tags on VA assets, equipment, instruments, supplies, and patients within the Department.
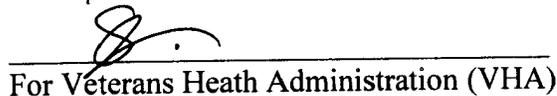
1. NFFE can designate a representative to the National, VISN, and local RTLS committees. As members of these teams, NFFE will be provided copies of meeting minutes and other information provided through those groups.

2. NFFE will be notified of any new upcoming RTLS initiatives that result in change in working conditions that trigger a bargaining obligation.

3. NFFE locals shall be able to bargain procedures and appropriate arrangements at the local level as long as it does not interfere with what has been negotiated nationally.

4. NFFE shall be provided upon request a status update on the progress of the implementation of RTLS.

5. NFFE bargaining unit employees will be notified and trained on RTLS with respect to how it functions relating to their employment including but not limited to technical aspects, applications, and interaction with employees.

6. The MOU does not cover active RTLS badges for VHA Employees covered by NFFE. If the department decides to proceed with the use of active RTLS badges for VHA Employees the parties shall return to the bargaining table for appropriate arrangement negotiations.

7. The parties agree to follow the employee's privacy concerns consistent with Article 3 of the Master Agreement.

8. The parties agree to follow safety matters consistent with Article 12 of the Master Agreement.

9. The appropriate management official shall provide a copy of this MOU to the local Union President upon their receipt.

_____
For the Department

12/12/2012

_____
For National Federation of Federal Employee

12/12/2012

_____
For Veterans Heath Administration (VHA)

Sylma Vargas
12.12.12.