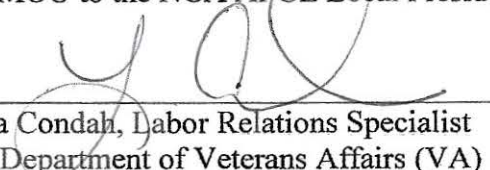


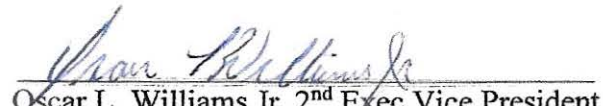
## Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs National Cemetery Administration (NCA) and the American Federation of Government Employees, (AFL-CIO) National Veterans Affairs Council #53 on NCA Directive 3012 Uniforms and Personal Protective Equipment Addendum Dated July 27, 2020.

1. The national parties agree the use of face coverings and masks for the purpose of protection from COVID-19 will be limited to the declared emergency as determined by management. Face coverings or masks shall not be a condition of employment.
2. Bargaining unit employees will have the option to bring their own face mask or covering. Personal face masks or coverings must meet regulatory requirements as updated by the CDC, OSHA, and OMB and NCA policy. Bargaining unit employees will be permitted to wear masks or coverings with words, logos, patterns or other printed or affixed items so long as the face masks or coverings are not vulgar, obscene, or violate the Hatch Act.
3. Employees shall be provided a new clean face covering whenever needed. If the face covering is lost, soiled, torn, damaged, wet or otherwise not usable, employees will be promptly issued a cloth or disposable face covering.
4. Bargaining unit employees will be required to wear a face covering or mask consistent with the OMB, OSHA, and CDC guidance during this pandemic.
5. Upon their receipt, the appropriate management official shall provide a copy of this MOU to the NCA AFGE Local Presidents.

  
L'Tosha Condah, Labor Relations Specialist  
For the Department of Veterans Affairs (VA)

7/27/2022  
Date

  
Oscar L. Williams Jr. 2<sup>nd</sup> Exec Vice President  
AFGE National Veterans Affairs Council #53

7/27/2022  
Date