


## Memorandum of Understanding

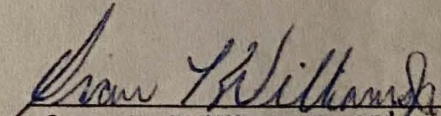
The following constitutes an agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, (AFL-CIO), National Veterans Affairs Council #53 concerning VA Vaccine Recognition Program within the Department.

1. Employees will be given four (4) hours of Administrative Leave (AA) that voluntary attest they have been vaccinated for COVID-19.
2. Management will accept the request in VATAS, for admin leave, as a declaration from the employee that he or she has met the eligibility requirements for either, vaccination or exception based on the stated criteria (medical or religious exception).
3. Employees will not have to provide any medical information to their supervisors to use the admin leave. The admin leave may, at the employee discretion, be used in two (2) hours or one four (4) increments. The admin leave must be entered at least one pay period prior to usage and subject to supervisor approval, to be used.
4. Employees with a medical or religious exception will be also allowed to use the admin leave as stated above.
5. Employees will have until December 31, 2021, to attest to being vaccinated. Employees will have until June 23, 2022, to use the admin leave.
6. Upon their receipt the appropriate management official will provide a copy of this MOU to the AFGE Union President.



Cathyrine A. Michael, Labor Relations Advisor  
For the Department of Veterans Affairs (VA)

06/30/21  
Date



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

06/25/2021  
Date