

MEMORANDUM OF UNDERSTANDING (MOU)

Between

The Department of Veterans Affairs (VA) and the National Federation of Federal Employee (NFFE)

concerning

Expedited Hiring in the VA

1. The parties agree that achieving optimum staffing levels is a common interest. The purpose of this MOU is to improve processes to promote expedited and more efficient hiring.
2. The parties' 2011 VA/NFFE Collective Bargaining Agreement (CBA) remains in full effect, except for any language directly in conflict with the provisions of this MOU. In those instances, this MOU will supersede the CBA. This MOU supersedes any local agreement with conflicting language.
3. For Title 5 positions, regarding vacancy announcements, postings, and distributions, these are the only requirements: The VA will post vacancy announcements in USAJOBS for a minimum of three (3) workdays or for a lesser period if the vacancy announcement establishes a limit to the number of applications it will accept. There are no exceptions for employees who are on approved absence for the duration of the open period.
4. For Title 38 and Hybrid Title 38 positions there are no requirements to create, post, or distribute vacancy announcements. Should the agency post a vacancy announcement, selections can be made at any time during the open period.
5. The agency may select from any appropriate source without regard to areas of consideration.
6. There are no requirements to use rating, ranking, or interview panels.
7. There is no requirement to interview all candidates from a certificate if one candidate is interviewed.
8. The terms of this agreement will remain in effect for a minimum of three years after which either party may reopen it by providing a minimum of 30 days advance notice.
9. The Agency will distribute this MOU to management officials and the NFFE CP will distribute it to NFFE Officers.

For NFFE



Jeffrey Shapiro Date 2/2/2023

For the VA



Sylma Vargas Date 2/2/23