

MEMORANDUM OF UNDERSTANDING (MOU)

Between


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

concerning

PARENTAL LEAVE

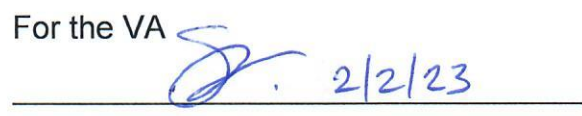
1. The provisions of this MOU are in addition to all entitlements and responsibilities contained in the parties' VA/NFFE 2011 Collective Bargaining Agreement (CBA) such as Federal Medical Leave Act (FMLA) and Federal Employees Parental Leave Act (FEPLA).
2. The VA shall grant an additional 160 hours of unpaid leave related to the birth of a child, adoption, or foster care. This additional unpaid leave can be used in conjunction with FMLA and FEPLA.
3. Employees may substitute annual leave, sick leave, compensatory time off, or credit hours, consistent with governing laws and regulations during those 160 hours.
4. 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.
5. The Agency will distribute this MOU to management officials and the NFFE CP will distribute it to NFFE Officers.

For NFFE



Jeffrey Shapiro Date

For the VA



Sylma Vargas Date