

MEMORANDUM OF UNDERSTANDING

The following agreement is between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) (Employer) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) regarding Revision to VHA Handbook 5017 Employee Recognition and Awards Part V, PART V. Title 38 [And Hybrid-Title 38] Special Awards [for certification, achievement and performance].

1. Management will hold an initial training session(s) for their union officials and bargaining unit employees regarding the changes to VHA Handbook 5017, Part V; and offer refresher sessions as needed. Training will occur on duty time.
2. The Agency will adhere to the timelines set forth in VHA Handbook 5017, Part V.
3. The Agency will process awards timely in accordance with VHA Handbook 5017, Part V.
4. If either party is made aware of issues related to conditions of employment that may affect employees after this MOU is signed, both parties agree to discuss and work to mutually resolve the issues for the affected employees.
5. Both parties reserve the right to re-open bargaining on this MOU by providing a minimum of 30 days advance written notice requesting negotiation. The terms of this MOU will remain in effect until a new agreement is made.
6. This MOU will expire at the issuance of a successor MOU related to VHA Handbook 5017 or the termination of or replacement of VHA Handbook 5017, or by a request to reopen by either party
7. Copies of this MOU will be distributed to management and the NFFE local president/or designee at each NFFE local within (10) ten days of the date this MOU is signed. This MOU will be posted on VA LMR website.

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MILLER

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LYNDSEY MILLER
Date: 2023.01.12
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Lyndsey Miller
Labor Relations Specialist
Department of Veterans Affairs (VA)

Jeffrey J. Shapiro
535490

Digitally signed by Jeffrey J.
Shapiro 535490
Date: 2023.01.12 11:27:16 -05'00'

Jeffrey Shapiro
President, NFFE-IAM, VA Council

Date _____

Date _____

Brandon Hickok
Labor Consultant
Veterans Health Administration (VHA)

Date _____