

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 VHA COVID-19 Operational Plan version 1.7 as it pertains to NFFE Bargaining Unit Employees (BUEs) (hereinafter referred to as BUEs).

1. The Department will provide medical N95 face masks or an N95 respirator to BUEs upon request while on duty.
2. Symptomatic BUEs and asymptomatic BUEs with known work exposure will be tested for COVID-19, which may include PCR testing when clinically indicated.

For informational purposes: In accordance with current Department of Labor (DOL) guidance, confirmatory testing, is required to file an Office of Workers' Compensation Programs (OWCP) claim, which can be administered at a VA facility or, alternatively, from a non-VA certified laboratory (e.g., hospital, clinic, or reference laboratory). NOTE: To qualify for OWCP benefits, if no positive laboratory test is available, a COVID-19 diagnosis from a physician together with rationalized opinion with supporting the diagnosis and an explanation as to why a positive test result was not available.

3. This MOU can be reopened in three (3) years by either party, expires at the issuance of a successor MOU related to VHA COVID-19 Operational Plan version 1.7 or the termination or replacement of VHA COVID-19 Operational Plan version 1.7.
4. This MOU does not prevent the Department from making future changes to VHA COVID-19 Operational Plan version 1.7 or subsequent versions. If changes result in a change of working conditions that is more than de minimis, NFFE will be provided notice and an opportunity to bargain.
5. Copies of this MOU will be distributed to management and the NFFE local president/or designee at each NFFE local within ten (10) ten days of the date this MOU is signed. This MOU will be posted on VACO LMR website.

11/8/2023

11/6/2023

X Cathyrine "Cat" Michael

Labor Relations Specialist
Department of Veterans Affairs (VA)
Signed by: CATHYRINE MICHAEL

X Jeffrey Shapiro

President
NFFE-IAM, VA Council
Signed by: Jeffrey J. Shapiro 535490

11/7/2023

X Steven J. Flatley

Labor Consultant
Veterans Health Administration (VHA)
Signed by: Department of Veterans Affairs