

## MEMORANDUM OF UNDERSTANDING

The following agreement is between the Department of Veterans Affairs (VA) Veterans Health Administration (Employer) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) regarding VA Notice 23-0X - VA Handbook 5017 Part III Appendix A Scale of Awards Based on Intangible Benefits and Minimum Dollar Amount of Monetary Awards.

1. Consistent with Article 2, Section 7 of the parties' Master Collective Bargaining Agreement, NFFE locals can request to receive information on the budgeted dollar amount identified to be used for intangible awards at their facility.
2. NFFE Locals may request training for local NFFE officers regarding VA Notice 23-0X - VA Handbook 5017 Part III Appendix A Scale of Awards Based on Intangible Benefits and Minimum Dollar Amount of Monetary Awards in order for the union to be able to provide accurate information to bargaining unit employees.
3. If either party is made aware of issues related to VA Notice 23-0X - VA Handbook 5017 Part III Appendix A Scale of Awards Based on Intangible Benefits and Minimum Dollar Amount of Monetary Awards that are of more than a de minimis nature 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.
4. This MOU does not prevent the Department from making future changes to the VA Handbook 5017 Part III Appendix A Scale of Awards Based on Intangible Benefits table. If there is a more than de minimis change in conditions of employment, NFFE will be provided notice and an opportunity to bargain.
5. This MOU can be reopened in 3 years by either party, will expire at the issuance of a successor MOU or the termination of or replacement of VA Notice 23-0X - VA Handbook 5017 Part III Appendix A Scale of Awards Based on Intangible Benefits and Minimum Dollar Amount of Monetary Awards.
6. 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.

9/5/2023

X *Michael J. Clements*

Michael J. Clements  
Labor Realations Specialist, DVA

9/8/2023

X Jeffrey Shapiro

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