

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 **VHA Directive 1142, Standards for Community Living Centers** (Directive 1142).

1. Training related to Directive 1142 will occur on duty time. Management will make every reasonable effort to ensure previously approved leave is not cancelled solely for the purpose of attending training. Should the need for additional training arise, the Department agrees to follow Section 2 of Article 36 of the VA/NFFE Master Collective Bargaining Agreement.
2. Bargaining unit employees will be permitted to express themselves concerning improvement of work methods and working conditions, without fear of reprisal, related to compliance with VHA Directive 1142.
3. The NFFE local president will be allowed to designate at least one representative to participate on any committee or workgroup that has impacts on working conditions on bargaining unit employees.
4. This MOU does not prevent the Department from making future changes to the Directive 1142. If there is a more than de minimis change in conditions of employment, NFFE will be provided notice and an opportunity to bargain.
5. If either local party is made aware of issues that are of more than a de minimis nature related to conditions of employment that may affect employees after this MOU is signed, both local parties agree to discuss and work to mutually resolve the issues for the affected employees.
6. This MOU can be reopened in 3 years by either party, will expire at the issuance of a successor MOU or the termination or replacement of Directive 1142.
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.

L'Tosha Condah

L'Tosha Condah
Labor Relations Specialist
Department of Veterans Affairs (VA)

July 6, 2023
Date

Jeffrey J. Shapiro
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Date: 2023.07.07 16:46:03 -04'00'

Jeffrey Shapiro
President
NFFE-IAM, VA Council

Date

Steven J. Flatley

Steven Flatley
WMC Labor Consultant
Veterans Health Administration

July 6, 2023

Date