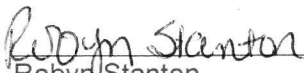


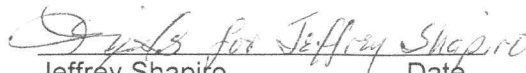
Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA), and the National Federation of Federal Employees (NFFE) concerning VA's Anti-Harassment Policy and Procedures.

1. Employees making reports of harassment in accordance with the Ant-Harassment Policy will be instructed that Reports made pursuant to Ant-Harassment Policy procedures do not replace, substitute, or otherwise satisfy the separate obligations of an equal employment opportunity (EEO) complaint, negotiated grievance, Merit Systems Protection Board appeal, or other statutory process.
2. Employees can make reports and provide evidence of events or incidents of suspected harassment with a reasonable expectation of follow through regardless of whether they are the victim of unwelcome behavior or a witness to such. It is recognized the ability to follow up may be limited if insufficient information is provided.
3. Anti-harassment training will be conducted in accordance with Article 36, Training, of the Master Agreement. NFFE Local Union Representatives may attend Anti-Harassment Training for Anti-Harassment Coordinators.
4. The employee at the time of filing a Workplace Anti –Harassment complaint, may have a representative of his or her choice, which may be a Union representative.
5. In accordance with the Article 2, Section 7 of the NFFE/VA Master Agreement NFFE can request reports on quantity and quality of VA's anti-harassment activities.
6. Should management establish committees, task force, workshops related to Anti-Harassment Policy the Union will be notified and Local or National NFFE Union officials may designate a representative to participate in those National, VISN and or / Local committee, workshops, taskforces. The official time granted under is MOU is independent of and in addition to official time granted to the Union reprehensive under the Master agreement. Union Representative on the Anti-Harassment groups will be released in accordance with Article 2 Section 12 &13 of the Master Agreement, If travel is required the parties will adhere to all provisions in the Master Agreement and Federal Travel Regulation.
7. Executed Anti-Harassment Settlement Agreements with NFFE Bargaining Unit Employees will follow the terms of Article 28, Section 7E of the VA/NFFE Master Agreement.
8. The appropriate management official will provide a copy of this MOU to NFFE Local President.


Robyn Stanton
Labor Relations Specialist
Department of Veterans Affairs (VA)

5/4/14
Date


Jeffrey Shapiro
President
NFFE-IAM, DVA Council

5/3/2016
Date