

MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs (DVA), Veterans Health Administration (VHA), and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals reference VHA Directive 1085.01 Smoke-Free Policy for Employees at VA Health Care Facilities

1. The Parties agree that upon signing this MOU on VHA Directive 1085.01 Smoke-Free Policy for Employees at VA Health Care Facilities the Bargaining Unit Employee (BUE) will be given 30 days' notice at each station of its implementation date.
2. The Department will adhere to the provisions found in VHA Directive 1057 Smoking Cessation Benefit for VHA Employees: No Cost Provision of Nicotine Replacement Therapy.
3. BUEs who express readiness to quit smoking and a smoking cessation plan has been established will not be limited on the number of times that an employee may receive assistance from the programs offered in VHA Directive 1057.
4. BUE's who enroll into the smoking cessation program will receive appropriate therapy treatment and needed appointments until their completion of the smoking cessation program. Employees in the program will continue to make good faith effort to attend sessions and quit smoking.
5. BUEs may have cigar's, pipe's, cigarettes, or electronic smoking devices in their possession while at work or on the grounds of VA Health Care Facilities.
6. The parties recognizes that any changes to VHA Directive 1085.01 that impact the conditions of employment not address by this MOU, the Union shall have the right to bargain such changes.
7. Copies of this signed MOU will be distributed by appropriate local Management official to the NFFE Local President. After signing, this MOU will be posted on the VA-LMR website.

Michael J. Clements

Michael J. Clements
Department of Veterans Affairs

05/02/2019

Date

Jeffrey Shapiro
Jeffrey Shapiro
President, NFFE-IAM, DVA
Council

5/1/2019

Date

James A. Zeveski
James A. Zeveski
Veterans Health Administration

05/02/2019
Date