

Memorandum of Understanding

This memorandum of understanding (MOU) sets forth an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Nurses Organizing Committee, National Nurses United (NNOC/NNU). This

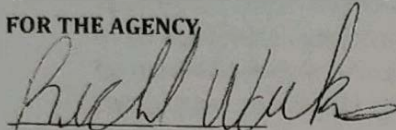
MOU is entered pursuant to the provisions 5 U.S.C. Chapter 71 and applies to all registered nurses and advanced practice registered nurses represented by NNOC/NNU regarding the implementation of VA Handbook 5011-34, Weather and Safety Leave.

1. All APRNs and RNs on both full time and non-full-time Telework agreements will be eligible to receive weather and safety leave in the event the RN or a group of RNs is prevented from safely traveling to or safely performing work at an approved location due to an act of God, terrorist attack, weather conditions or other applicable condition. Circumstances may allow one RN or group of RNs to be granted weather and safety leave, it does not automatically grant weather and safety leave to another RN or group of RNs.
2. All APRNs and RNs on both full time non-full-time Telework Agreements will be eligible to receive weather and safety leave if they are unable to Telework due to conditions preventing them from utilizing their Telework equipment.
3. All RNs and APRNs will not be charged Annual Leave (AL) for transition time (facility to home) when weather warrants to change work locations for Telework to due to weather conditions and personal safety. RNs will be given weather and safety leave for this time.
4. Leave approving officials can provide weather and safety leave "only if" an RN is "prevented from safely traveling, safely performing work at an approved location, or unable to access or use Telework equipment/resources due to an act of God, terrorist attack, weather conditions or other applicable condition."
5. Consistent with the Master Agreement, Article 11, local facilities will consult with Local NNOC/NNU when inclement weather or conditions occur to address RN and APRN pay status and safety.
6. Leave approving officials are authorized to approve weather and safety leave for weather and emergency situations, not to exceed one workday. In addition, Field

facility heads/Medical Center Directors are authorized to approve weather and safety leave for weather and emergency situations when the absence exceeds one workday, not to exceed seven consecutive workdays.

7. The implementation of Handbook 5011-34 will be done consistent with the Master Agreement, this MOU and will have no negative effect on bargaining unit APRNs and RNs.
8. The effective date of this agreement will be the date signed by both parties. VACO LMR will expeditiously provide the local VA facilities with a signed copy of the agreement. The appropriate local management official will provide a copy of the signed MOU to the local NNOC/NNU Director upon their receipt.

FOR THE AGENCY

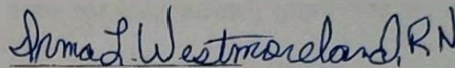


Richard Watkins
Labor Relations Specialist
Department of Veterans Affairs (VA)

8-14-19

Date

FOR THE UNION



Irma Westmoreland, RN
Chair
NNOC-NNU

8-21-19

Date