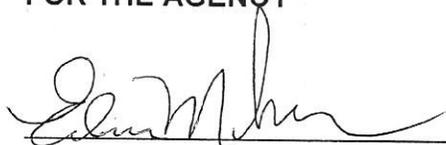


**MEMORANDUM OF UNDERSTANDING**

The following agreement is between the Department of Veterans Affairs (VA) and the National Federation of Federal Employees (NFFE) VA Council of Consolidated Locals (Union) concerning changes to VA Handbook 5007 – Recruitment, Relocation, and Retention Incentives.

1. Consistent with OPM regulations and VA Handbook 5007, employees who are Union officials are not precluded from being eligible to receive recruitment, relocation and retention incentives.
2. The Union reserves the right to address matters pertaining to the changes made to VA Handbook 5007 with respect to recruitment, retention and relocation incentives that are not covered in this MOU.
3. A copy of this MOU will be distributed by the appropriate local Management official to the NFFE local president within 10 days of signing.

**FOR THE AGENCY**



Edson Morales  
VACO-LMR Specialist  
Department of Veterans Affairs (VA)

3/4/16  
Date

**FOR THE UNION**



Jeffrey Shapiro  
President  
NFFE-IAM DVA Council

3/5/2016  
Date