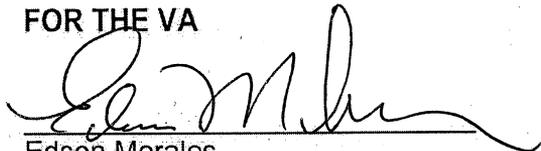


MEMORANDUM OF UNDERSTANDING

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) in regards to the implementation of the OI&T Policy – Up-to-Two IT Devices.

1. Bargaining unit employees who have more than two Department IT devices will return all excess devices when their remaining two are operational (e.g. docking station in place, larger screen etc.) to accomplish their assigned work.
2. Bargaining unit employees will not be negatively impacted regarding their performance expectations, if their issued IT device is not working, and they are unable to obtain a replacement device that is necessary to perform their duties.
3. Devices provided to the Union, its representatives, or officers per negotiated agreements will not be included to count against the allowed two IT devices.
4. Consistent with the "exceptions" procedure as found in the Up-to-Two IT Device policy, bargaining unit employees may request approval to retain IT devices that he or she deems critical to achieving business needs (e.g. safety in the workplace).
5. When training is required as a result of the Up-to-Two IT Device Policy, local unions may negotiate in accordance with the NFFE contract.
6. Consistent with Article 8 Section 2, the local union may request to negotiate as appropriate to the extent negotiations do not conflict with this MOU and the National Up-to-Two IT Devices policy.
7. NFFE Midterm team will be provided upon request, reports that are created and available to the agency regarding the impact of implementation of the "Up-to-Two" IT Device Policy.
8. NFFE Midterm team reserves the right to address issues related to the "Up-to-Two" IT Device Policy as they occur that has not been covered by this MOU.
9. Copies of this MOU will be distributed by the appropriate local Management official to the NFFE local president within 10 days prior to the implementation of the "Up-to-Two" IT Device policy.

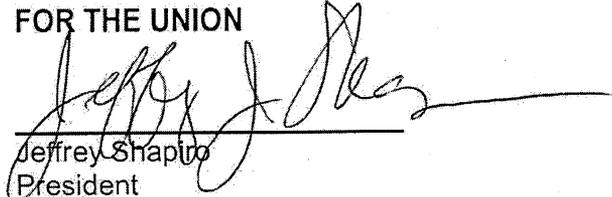
FOR THE VA



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

3/28/16
Date

FOR THE UNION



Jeffrey Shapiro
President
NFFE-IAM DVA Council

3/28/2016
Date