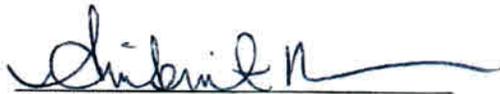


## Memorandum of Understanding

The following agreement is between the department of Veterans Affairs (VA) and the NFFE VA Council of Consolidated Locals (Union) concerning the VHA Regionalization.

- The parties agree to meet its bargaining obligation on any changes made as a result of the VHA Regionalization that impact the working conditions of bargaining unit employees and is not covered by the MOU.
- The VA Regional Task Force will continue to notify the National Union of changes and affected local Unions will be included in all communications regarding working conditions and meet all bargaining obligation resulting from taskforce or committees grounded at the local, VISN and National level that are affected by the process and procedures put into place as the roll out.
- NFFE Locals may request to bargain on procedures not covered by this MOU, in accordance with Article 8 of the Master Agreement, after the signing of this MOU.
- Where Local unions are moved to different states through Regionalization, the Union certification and local will remain with the Parent facility.

### FOR THE AGENCY



Ainbint Munn,  
Labor Relations Specialist  
Department of Veterans Affairs (VA)

3/29/2016

Date

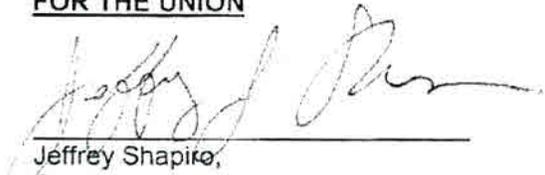


James Zeveski  
Labor Relations Consultant  
Veterans Health Administration (VHA)

3/29/16

Date

### FOR THE UNION



Jeffrey Shapiro,  
President  
NFFE-IAM, DVA Council

3/28/2016

Date