

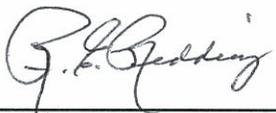
Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the National Federation of Federal Employees VA Consolidated Locals (NFFE) concerning VA Handbook 5011, Part II, Chapters 2 and 3 - "Workplace Accommodations for Employees who are Nursing Mothers."

1. The Parties agree that all bargaining unit employees, who are nursing mothers, should have access to space and reasonable time to express milk.
2. VA will provide nursing mothers a reasonable break time to express milk for one (1) year after the child's birth each time such employee has need to express the milk.
3. When a nursing mother determines that she needs or desires to express milk beyond the 1 year period, the employee shall submit a request to her supervisor or designee as soon as possible, but in no case later than 1 month before the end of the 1 year period. The request shall indicate how much longer the employee believes she will need time and space. The supervisor or designee shall approve or deny the request within a reasonable period of time, generally no more than a week. If the request is denied, the supervisor or designee shall provide the reasons for the denial in writing.
4. The nursing mother should be provided a reasonable amount of break time to express milk as frequently as needed by the nursing mother. The times and duration of breaks shall be consistent with the nursing mother's need to express milk. The frequency of breaks and duration will likely vary depending on the individual mother's need.
5. VA is not required to compensate nursing mothers for breaks taken for the purpose of expressing milk. However, a nursing mother can use her compensated two 15 minute breaks as provided in the NFFE Master agreement (CBA) or request and may be approved annual leave, leave without pay, accrued compensatory time off, and accumulated credit hours. It is understood that there may be situations where the nursing mother may need longer than 15 minutes to go to the designated accommodation site, collect personal items, express milk, clean-up and walk back to the work site. When this occurs, the nursing mother may request and may be approved annual

leave, leave without pay, accrued compensatory time off or accumulated credit hours.

6. If requested by the nursing mother, VA may assist the nursing mother to obtain information regarding available workplace flexibilities that are already set forth in the CBA (such as flex time) or within the context of current VA policy that may be used to facilitate the expression of milk in the workplace.
7. The facility will make available space, other than a bathroom that is shielded from view and free from intrusion from co-workers and the public. The parties agree that the space provided to nursing mothers will be clean and in compliance with local safety and health standards.
8. NFFE locals shall be allowed to inspect the designated space when not in use, and upon request.
9. Local bargaining on appropriate arrangements and procedures such as the space and furnishings shall be appropriate to the extent permitted by law, and cannot conflict with this MOU.
10. The agency agrees to distribute this MOU to each of the NFFE stations Human Resources Department who in turn will route a copy of this agreement to the local unions.

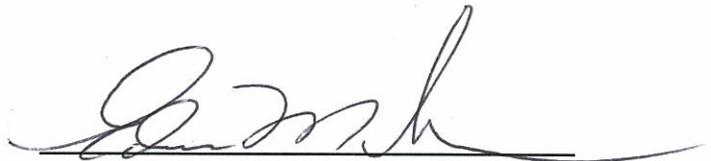
for Sandy Bond


Sandy Bond,
for NFFE VA Council

9/6/12
Date



Sylma Vargas,
For VHA



Edson Morales,
for the Department

9/6/12
Date

Sept. 6, 2012.
Date