

MEMORANDUM OF UNDERSTANDING

(MOU)

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the National Association of Government Employees (NAGE/SEIU) concerning VA Notice 22-06 Coronavirus Disease (COVID-19) Testing Program and NAGE/SEIU Bargaining Unit Employees (BUEs) (hereinafter referred to as BUEs).

1. BUEs with a positive home self-test should immediately self-isolate and contact Employee Occupational Health (EOH) (if there is no EOH on station, BUEs should contact their supervisor) to report the positive result and determine what, if any, required work restrictions apply. Confirmatory testing, which is required to file an OWCP claim, can be administered at a Department of Veterans Affairs (VA) facility or, alternatively, from a non- VA certified laboratory (e.g., hospital, clinic, or reference laboratory. NOTE: BUEs must see a physician to qualify for OWCP benefits). BUEs with a positive test result should also notify their supervisor and follow the applicable risk mitigation measures/safety protocols.
2. Bargaining between the Parties on VA Notice 22-06 COVID-19 Testing Program (to include any future updates which trigger a statutory duty to bargain) will only take place at the National level.
3. In accordance with leave requesting procedures outlined in VA Handbook 5011 and the Parties' Master Collective Bargaining Agreement (MCBA), a NAGE BUE who tests positive may request to use Sick Leave (SL), Annual Leave (AL), or Leave Without Pay (LWOP). Alternatively, BUEs may request to Telework, subject to eligibility and supervisory approval consistent with VA Handbook 5011 and the Parties' MCBA.
4. BUEs who test positive for COVID-19 and are under the care of their healthcare provider, will provide documentation from their healthcare provider to the supervisor. Employees who contract COVID-19 and choose to file an Office of Worker's Compensation (OWCP) claim will be assisted by the Department's designated officials, typically Human Resource staff, in filing out the necessary forms and letters.
5. Employees will be able to apply for Telework consistent with the Parties' MCBA and VA Directive 5011.
6. Employees with diagnosed Long-haul COVID-19, as recognized by the Americans with Disabilities Act, are encouraged to utilize the Reasonable Accommodation process, or invoke the Family Medical Leave Act which outlines requirements for meeting the definition of a serious health condition).

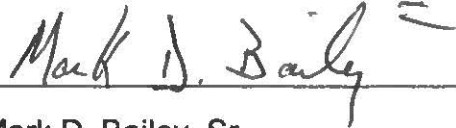
7. A signed copy of the MOU shall be provided to NAGE at the National level. NAGE Local union presidents will be provided a copy of this MOU within 10 days of Local Management receiving a signed copy.
8. A copy of this signed MOU will be placed on the VA Central Office Labor-Management Relations website within fourteen (14) calendar days from when the MOU is made 508 compliant.



Cathyrine Michael
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Department of Veterans Affairs (VA)

08/04/23

Date



Mark D. Bailey, Sr.
National Representative, NAGE

8-4-23

Date



Steven Flatley
Labor Consultant
Veterans Health Administration (VHA)

8/2/2023

Date