


**MEMORANDUM OF UNDERSTANDING
(MOU)**

The following constitutes an agreement between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA) and the National Association of Government Employees (NAGE/SEIU) concerning VHA COVID-19 Operational Plan Update V1.7 Relaxing Masking Requirements at Medical Facilities, Release dated July 7, 2023, regarding NAGE/SEIU Bargaining Unit Employees hereinafter referred to as (BUEs).

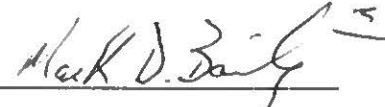
1. Any national change to VHA's COVID-19 Operational Plan that triggers a duty to bargain under the Statute, the Department agrees to follow Article 13, Section 5 of the VA/NAGE Master Agreement, Parties Master Collective Bargaining (MCBA). If there are deviations from VHA COVID-19 Operational Plan Update V1.7, that trigger a duty to bargain, intermediate bargaining in accordance with Article 13, Section 6, or local bargaining Article 13, Section 7, may take place in accordance with of the Parties' MCBA. Any intermediate or local agreements should not conflict with VHA COVID-19 Operational Plan Update V1.7 or the Parties' MCBA.
2. Consistent with Article 44 of the Parties' MCBA, Local management agrees to notify local NAGE as soon as practicable, within 15 calendar days, in the event that a local risk assessment was conducted which results in a risk assessment level change. Reasoning for any delays past the 15 calendar days will be shared with the local NAGE union. Upon request, risk assessment data will be provided to NAGE local union.
3. BUEs are encouraged to report to their supervisors any visitors (e.g., veterans, caregivers, and family members) who fail to comply with the masking requirements consistent with COVID-19 Operational Plan Update V1.7 and the Local facility plan.

4. A signed copy of this MOU shall be provided to NAGE at the National level. NAGE Local Union presidents will be provided a copy of this MOU within 10 business days of Local Management receiving a signed copy.

5. A copy of this signed MOU will be placed on the VA Central Office Labor-Management Relations (VACO LMR) website by Management within 14 calendar days after 508 compliance.



Cathyrine Michael
Labor Relations Specialist
Department of Veterans Affairs (VA)



Mark D. Bailey, Sr.
NAGE National

7/25/2023

Date

8-4-23

Date

Steven J. Flatley

Steven Flatley
Labor Consultant
Veterans Health Administration (VHA)

7/25/2023

Date