

Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the National Association of Government Employees (NAGE) concerning VA Handbook 5021, Part II, concerning Time Frames and Head Nurse Pay Podiatrist Statutory Time Frames. VA Handbook 5021 updates concerning statutory timeframes pursuant to 38 U.S.C § 7462 and § 7463 apply only to permanent full-time Title 38 employees.

1. The Department agrees to follow the provisions outlined/set forth in the NAGE Master Agreement under Article 37: Discipline and Adverse Action, that do not conflict with 38 USC 7462 and 7463.
2. The Department agrees when proposing suspensions, adverse actions, and major adverse actions, NAGE Bargaining Unit Employee will be provided 30-calendar days before effecting the proposed action consistent with Article 37 of the Master Agreement.
3. This MOU does not preclude the Department from making future changes to VA Handbook 5021 related to the 38 U.S.C § 7462 and 7463 amendments. If change(s) are made to this Handbook that trigger a contractual or statutory duty to bargain, consistent with 38 U.S.C § 7462 and 7463 and Article 13 of the NAGE Master Agreement, the Department will meet its bargaining obligations. Further, this MOU will automatically terminate when Handbook 5021 amendments related to 38 U.S.C. §7462 and 7463 are cancelled or rescinded.
4. NAGE National and the Local Union Presidents shall be provided a copy of this MOU within 10 calendar days of signing this agreement.
5. A signed copy of this MOU shall be posted on the Office of Labor Management Relations website within 10 calendar days of signing this agreement and receiving 508 certification of the Rehabilitation Act of 1973 as amended.



LeTricia Jackson
Labor Relations Specialist
VACO, LMR

11/12/2021

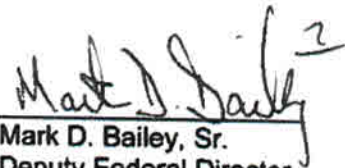
Date



James Zeveski
Labor Consultant
VHA, Workforce Management and Consulting

11/12/2021

Date



Mark D. Bailey, Sr.
Deputy Federal Director
NAGE

11/16/21

Date