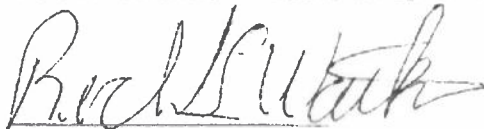


MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the National Association of Government Employees/Service Employees International Union (NAGE/SEIU) concerning the VA Handbook 5011, Part III, 12 (u), specifically related to Weather and Emergency Situations.

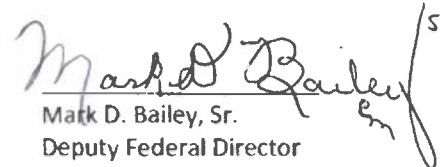
1. The Department will comply with NAGE Master Agreement Article 17 (Time and Leave), Section 15 - Hazardous Weather/Emergency Conditions for Title 5, Hybrid and Title 38 Employees.
2. Weather and safety leave must be provided consistent with 5 USC 6329c.
3. In accordance with VA policy, leave approving officials are authorized to approve Weather and Safety leave for weather and emergency situations, not to exceed one workday. Field facility heads are authorized to approve weather and safety leave for weather and emergency situations when the absence exceeds one workday, not to exceed seven consecutive workdays.
4. NAGE reserves all rights contained in Article 13 – National consultations Rights and Mid-Term Bargaining, of the Master 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.
6. NAGE National and the Local Union President shall be provided with a copy of this signed MOU within 10 days of signing this agreement.



Richard L. Watkins
VACO, Office of Labor Management
Relations

6-10-19

Date



Mark D. Bailey, Sr.
Deputy Federal Director
NAGE

6-13-19

Date