

## **MEMORANDUM OF UNDERSTANDING (MOU)**

The following constitutes a Memorandum of Understanding (MOU) between the Department of Veterans Affairs (VA), Veterans Health Administration (VHA), and the National Association of Government Employees (NAGE) concerning VHA Directive 1085.01, Smoke-Free Policy for Employees at VA Health Care Facilities.

1. The Department will begin implementation October 2019 including communication, smoking cessation and training with full implementation of the Non-Smoking Policy in January of 2020.
2. The Department will develop, publish, and implement a local smoke free plan that is consistent with VHA Directive 1085.01 and communicate that plan with all BUEs.
3. Employees who participate in Smoking Cessation Programs will be able to do so on Duty Time. BUEs who express readiness to quit smoking and a smoking cessation plan has been established will not be limited on the number of times that employee may receive assistance from the programs offered in VHA Directive 1057. BUEs who enroll into the smoking cessation program will receive appropriate therapy treatment and needed appointments until their completion of the smoking cessation program.
4. If an employee cannot be released from duty which results in the cancellation of an employee's scheduled smoking cessation session, the employee will be notified immediately, and the employee will be allowed to reschedule the appointment.
5. The Department will make available upon request copies of VHA 1085.01 (Smoke Free Policy for Employees at VA Health Care Facility) and VHA 1057 (Smoking Cessation Benefit for VHA Employees).
6. The Parties agree that VA Police will provide only verbal warnings and/or issue courtesy violation warnings to any employee who is found to be smoking at a VHA Health Care Facility during the calendar year of 2020.
7. It will not be NAGE BUEs responsibility to communicate the provisions of VHA's Directive 1085 to Patients, Visitors, Contractors, Volunteers, and Veterans regarding VA Health Care Facilities being smoke free.
8. NAGE reserves all rights contained in Article 13, National consultation Rights and Mid-Term Bargaining of the Master Agreement.
9. 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.

10. NAGE National and the Local Union President shall be provided with a copy of the signed MOU within 10 calendar days of signing this agreement.

Michael J. Clements

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7/08/2019

Date

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7-8-19

Date

7/8/2019

Date