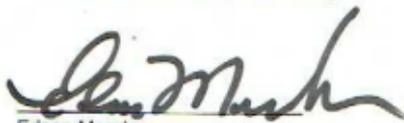
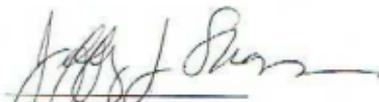


The following constitutes an agreement between the Department of Veterans Affairs (VA) and the National Federation of Federal Employees, Council of Consolidated Veterans Affairs Locals (Union) concerning revisions to VA Handbook 5021 – Employee Relations.

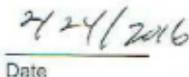
1. The revisions made to VA Handbook 5021 do not affect bargaining unit employees from determining which method and order of response (oral or written) he or she submits in regards to a proposed disciplinary action.
2. When a designee hears the oral reply, a written summary of the reply must be provided to the employee. Bargaining unit employees shall be provided no more than (5) work days to review the written summary of their oral reply and provide a response concerning its accuracy.



Edson Morales
VA LR Specialist (VACO-LMR)
For Department of Veterans Affairs (VA)



Jeffrey J. Shapiro
NFFE President
For NFFE VA Council (Union)


Date
Date