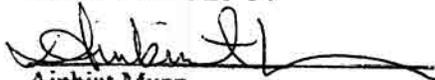


## MEMORANDUM OF UNDERSTANDING

The following agreement is between the Department of Veterans Affairs (VA), The Veteran Health Administration (VHA), and the National Federation of Federal Employees, VA Council of Consolidated Locals (NFFE) in regard to the planned implementation of the VISTA Scheduling Enhancements.

1. During the implementation of transitional changes regarding the VISTA Scheduling Enhancements, all bargaining unit employees will be held harmless for impacts of technological failures or negative impacts to their working conditions not in their control.
2. The Local Union will be provided notice when training is made available and NFFE Union representatives may request training on VISTA Scheduling Enhancements.
3. The Parties agree ensuring adequate coverage is a management function.
4. On request the Local Union will receive the list of employees with Scheduling Keys.
5. NFFE midterm team reserves the right to address issues related to VISTA Scheduling Enhancements as they occur that have not been covered by this MOU.
6. NFFE locals have the right to bargain on local implementation which may include substantive bargaining, to include the scheduling of bargaining unit employees for training that does not conflict with the Master Agreement and this MOU regarding VISTA Scheduling Enhancements.
7. Copies of this MOU will distributed by the appropriate local Management official to the NFFE local president after signing. This MOU will be posted on VA website within 10 days of signing this MOU.

### FOR THE AGENCY

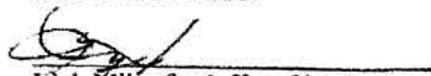
  
Aimbint Munn  
Labor Relations Specialist  
Department of Veterans Affairs (VA)

7/28/2016  
Date

  
James Zeveski  
Labor Relations Consultant  
Veterans Health Administration (VHA)

8/3/2016  
Date

### FOR THE UNION

  
Link Miles for Jeffrey Shapiro  
President  
NFFE-IAM, DVA Council

7/27/2016  
Date