


MEMORANDUM OF UNDERSTANDING

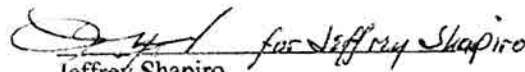
The following agreement is between the department of Veterans Affairs (VA) and the National Federation of Federal Employees (NFFE), VA Council of Consolidated Locals (Union) in regard to VHA's Therapeutic and Supported Employment Services (TSES) Transformation Plan.

1. NFFE reserves the right to address matters related to TSES affecting the working conditions of BUEs as they occur. Any changes to BUE's performance standards - creating a change to working conditions-resulting from the TSES Transformation Plan will be provided to the Local Union Official for review and bargaining where appropriate.
2. Consistent with Article 2, Sections 12 and 13 of the Master Agreement in the event that the Department creates a committee/workgroup at the intermediate or local level related to VHA's Therapeutic and Supported Employment Services (TSES) Transformation Plan, NFFE can designate a representative to that committee/workgroup. NFFE union officials participating on these committees/workgroups will be on official time. If the union representative is not currently receiving an official time allocation, he or she may request, and receive, official time to attend the meeting. The official time granted under this MOU is independent of the official time granted to the Union representative under the Master Agreement. If travel is required the parties will adhere to all provisions of the Master Agreement and Federal Travel Regulation (FTR).
3. Management will provide a copy of this MOU to each local president.



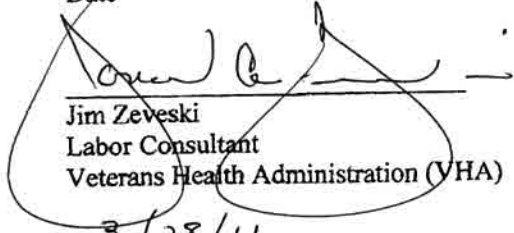
Michael J. Clements
Labor Relations Specialist
Department of Veterans Affairs (VA)

3-21-2016
Date



Jeffrey Shapiro,
President
NFFE-IAM, DVA Council

3-22-2016
Date



Jim Zeveski
Labor Consultant
Veterans Health Administration (VHA)

3/28/16
Date