

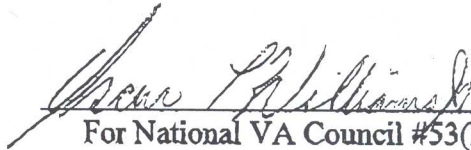
## MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees (AFL-CIO), National VA Council #53 (NVAC) concerning VHA Directive 5019.1 "Smoking Cessation Benefit For VHA Employees: No-Cost Provision Of Nicotine Replacement Therapy" within the Department.

1. The parties agree to the following language change to VHA Directive 5019.1 in paragraph #2 – Background, d., "*VHA is moving ahead to decrease harmful exposures to secondhand smoke. Providing NRT makes assistance available to employees trying to quit tobacco use.*"
2. The appropriate management official shall provide the Local Union President with a copy of this MOU upon their receipt.



For Veterans Health Administration (VHA)



For National VA Council #53(NVAC)

2/19/2010  
Date

2-19-2010  
Date