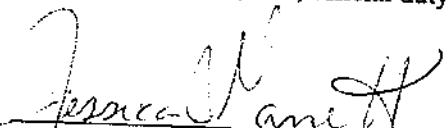


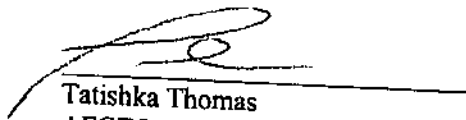
Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, VA Sunshine Healthcare Network (VISN 8) and the American Federation of Government Employees (AFGE), AFL-CIO, National VA Council (NVAC) #53, regarding Covid-19 VISN 8 Support to the State of Florida Mission Assignment – Activation of VA's Fourth Mission.

1. The parties agree, a person experiencing symptoms of Covid-19 should avoid potentially exposing others to Covid-19 and should be away from the workplace. The VISN 8 is utilizing several workplace flexibilities and leave options to balance these needs while maintaining appropriate staffing levels of care for Veterans and fulfill the 4th Mission.
 - a. The Department agrees to approve Emergency Paid Sick Leave (EPSLA) consistent with 29 CFR 826, upon an appropriate request, for any employee of the deployment team that begins to exhibit any Covid-19 symptoms and is seeking medical diagnosis and is unable to work at normal workplace or telework.
 - b. The Department will consider an employee's request for Weather and Safety Leave
 - c. Additionally, the Department will consider an employee's request for annual leave, sick leave, or leave without pay consistent with Article 35, AFGE/VA Master Agreement.
2. The parties agree that if any member of the deployment team tests positive for Covid-19 and informs the Department of such, the Department will fulfill its contractual obligations of Article 41, AFGE/VA Master Agreement.
3. The Department agrees to send a weekly standardized notification to each local union within VISN 8 of any changes of deployment teams relating to the VA's 4th Mission. The notification will include at a minimum the name, title, official duty station of the affected employee, and dates of changes.


Jessica Garrett, Chief Negotiator
VA Sunshine Healthcare Network (VISN 8)

June 9, 2020
Date


Tatishka Thomas
AFGE/NVAC 5th District Representative

June 5, 2020
Date