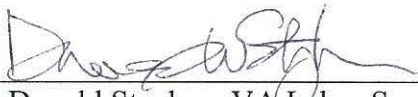


Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, National Cemetery Administration (NCA) and the American Federation of Government Employees, (AFL-CIO), National Veterans Affairs Council #53, (NVAC) concerning the NCA Safety Training.

1. Bargaining unit employees shall be on duty time for all NCA safety training.
2. The Safety Training will be provided at various times to allow all bargaining unit employees the opportunity to attend.
3. NVAC reserves its right to address matters related to the Safety Training as they occur.
4. Upon their receipt the appropriate management officials shall provide a copy of this MOU to the AFGE Local Union President.



Donald Stephen, VA Labor Specialist
Department of Veterans Affairs (VA)

4/27/15

Date



Oscar L. Williams Jr., 2nd Exec Vice President
AFGE National VA Council #53 (NVAC)

4/14/15

Date



Donna J. Reesman, NCA Labor Specialist
National Cemetery Administration (NCA)

05/04/2015

Date