


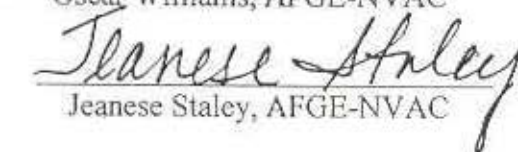
## Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs and the American Federation of Government Employee, AFL-CIO, National VA Council #53 (NVAC) concerning the implementation of VA Directive 0720 and VA Handbook 0720 "Program and Procedures to Arm VA Police."

1. The parties agree that some bargaining unit employees may be adversely affected by the implementation of this VA Directive and Handbook. Therefore, every effort will be made to find qualified positions for those employees prior to any other personnel action.
2. The Department agrees to make every effort to ensure that "well qualified" individuals perform psychological assessment interview of VA Police Officers. Such effort can include using individuals that specialize in psychological assessment of Police Officers.
3. The National VA Council #53 shall be informed when a facility has begun to implement procedures to arm their VA Police Officers.
4. Bargaining unit employees shall receive adequate training in all areas of VA Directive and Handbook 0720 prior to and during the implementation at their facility.
5. Local unions may negotiate on this VA Directive and Handbook 0720, so long as they do not conflict with this MOU and Master Agreement.
6. A Copy of this MOU shall be provided to the local Union President, upon receipt by the appropriate management official.

  
For the Department  
  
Richard Zimnoch, AFGE-NVAC

  
Bruce Chorjel, AFGE-NVAC

  
Oscar Williams, AFGE-NVAC  
  
Jeanese Staley, AFGE-NVAC

8-25-99  
Date