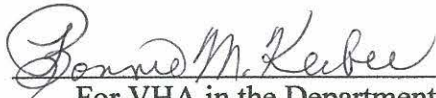


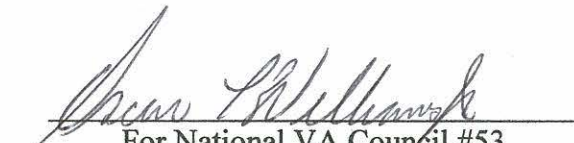
MEMORANDUM OF UNDERSTANDING

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 Veterans Affairs Council #53 (NVAC) concerning VHA Handbook 1850.04 Employee Uniforms.

1. The national parties understand that uniforms and uniforms allowances for VA police officers are authorized by 38 U.S.C. §903. VA Handbook 0730 addresses the uniform requirements and logistics for VA Police. The Department will notify the NVAC and meet its bargaining obligations if any change in the public law occurs.
2. Other uniform issues, such as but not limited to color and style of clothing, excluding uniform allowances rates, shall be subject for local bargaining; however, this local bargaining does not waive any national bargaining rights of the exclusive representative.
3. The appropriate management official shall provide a copy of this MOU to the Local Union President upon their receipt.


For VHA in the Department

5-18-09
Date


For National VA Council #53

5-15-09
Date