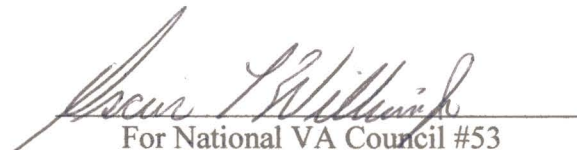


Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, (AFL-CIO, National Veterans Affairs Council #53 (NVAC) concerning the Office of Security and Law Enforcement refresher course for VA Police Officers.

1. The national parties agree the refresher course for all VA Law Enforcement personnel will occur once every five years. Should the need arise for an Officer to attend prior to the five years refresher, the appropriate AFGE Local Union President will be notified and given the opportunity to bargain as appropriate.
2. The Office of Security and Law Enforcement shall adhere to the VA/AFGE Master Agreement Article 20 Hours of Work concerning breaks for bargaining unit employees.
3. In the event the Department feel the need to require the refresher course sooner than every five years the NVAC shall be notified and given the opportunity to bargain as appropriate prior to any implementation of the changes in the refresher course training.
4. A copy of this MOU shall be provided by the appropriate management official to the Local Union President upon their receipt of the MOU.


For the Department


For National VA Council #53

12/11/06
Date

11-30-06
Date