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) on the installation of keyless entry and closed circuit monitoring in Residential Rehabilitation Treatment Programs.

1. The national parties understand the primary purpose of the installation of keyless entry and closed circuit monitoring is for safety and security on Residential Rehabilitation Treatment Programs and not for monitoring of employees' performance or conduct.

2. In the event a bargaining unit employee's conduct is in question, the following shall apply if a disciplinary/adverse action is proposed against any unit employee represented by the Union:
   - The Union will be given a copy of all relevant evidence collected,
   - The Union will be provided a copy of the pertinent video tape, and
   - The Union will be allowed to represent affected employees.

3. In accordance with Article 21 of the VA/AFGE Master Agreement, if disciplinary/adverse action is taken, an employee's representative shall receive a complete copy of all evidence used to support the Department's action. This includes, but is not limited to, copies of all tapes, testimony/transcripts, recommendations and/or findings and photographs.

4. The national parties understand that current VHA policy requires the following:
   - Installation of keyless systems on main entrance/exit to the building and unit. All other doors should be secured, locked and alarmed.
   - Bedrooms for women veterans must have the ability to lock through keyless entry or standard lock/key systems.
   - Installation of closed circuit systems with recording capability for access points and public areas.

5. In the event that local management wants to go beyond the requirements of current VHA policy, local management must meet their bargaining obligation with the local Union prior to implementation at the facility and/or duty station.

6. The appropriate management official shall provide a copy of this MOU to the local Union president, upon their receipt.

Bonnie M. Kerber
For Veterans Health Administration (VHA)

Oscar L. Williams Jr.
For National VA Council #53

11-17-08
Date

11-10-08
Date