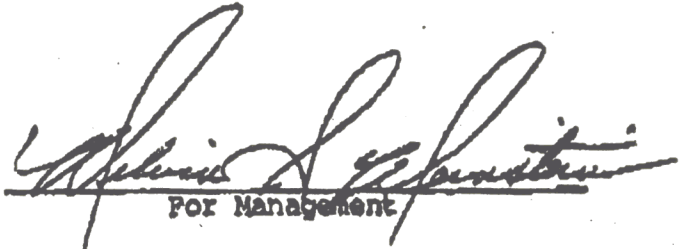


The following constitutes agreement between the Department of Veterans Affairs, Veterans Health Administration and the NFFE-VA Council regarding Smoke Free Environments in VA Health Care Facilities.

1. The Employer shall provide reasonably accessible designated smoking areas (DSA) at each of its medical facilities where the smoke-free policy is implemented. These DSAs shall be maintained until such time as the Employer provides reasonably accessible outside smoking shelter(s) at each of the aforementioned medical facilities. The shelters provided shall accommodate smoking as well as protect the user against the local weather conditions. The Employer shall phase in its smoke-free policy over 90 days following the effective date of this Agreement or upon the completion of the smoking shelter, whichever is longer.
2. Disputes with respect to the adequacy of the smoking shelter, and the accessibility of the shelter and interim DSAs, are to be resolved through the negotiated grievance and arbitration procedures in the master agreement.
3. Facilities where a locally negotiated smoke-free policy agreement is in effect shall not be subject to this Agreement but, rather, shall continue to be covered by the terms of the local agreement.
4. Each medical facility will provide the union an opportunity to present their views concerning the adequacy and accessibility of the shelter(s). Consultation shall take place concerning these views and the facility will give due consideration to the union's concerns.
5. The facility will encourage and sponsor smoking cessation program(s), upon a showing of sufficient interest and the availability of an appropriate program during duty hours, and offer it to employees, on a voluntary basis, with no charge to leave. The union is encouraged to provide their views concerning smoking cessation in a consultative forum.
6. Whenever possible employees of all shifts may leave the building, during rest breaks, to smoke.
7. This agreement shall comply with the VA-NFFE Master Agreement and shall have a concurrent duration period.



For the Union



For Management

2-14-92
Date