

The following constitutes agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, National VA Council (NVAC) concerning changes in M-1, Part VII, Appendix 8A uniforms prescribed for wear by VA police officers.

1. The subject of payment for shirts of a different color and other required new articles of uniform required by the new policy and not supplied by issuance shall be a proper subject for local bargaining.
2. It will be necessary for all facilities to maintain the status quo regarding shirt colors until the labor-management obligation is fulfilled.
3. Any formal discussion with bargaining unit employees concerning items related to this policy shall be done only with the union invited to attend.
4. Insulated boots, overshoes and gloves shall be a proper subject for local level negotiations based on climatic conditions.
5. Facility Personnel Officers, upon receipt, shall provide a copy of the policy and this agreement to the local union president.
6. Local management shall meet its labor/management obligation at the local level prior to the implementation of the policy.
7. Police officers will be notified that uniforms are available for purchase through the local Canteen Service.

Alvin S. Epstein

 For Management

Sam Williams Jr.

 For the NVAC

11-12-92
 Date

RECEIVED
 DEC 28, 1991
 NATIONAL VA COUNCIL *ASR*