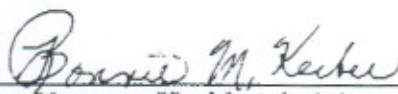


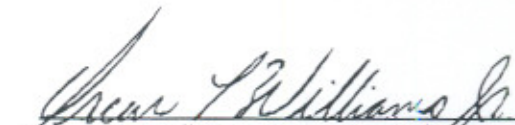
MEMORANDUM OF UNDERSTANDING

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 1109.3 entitled "Food Service Management Program".

1. The parties agreed to the following changes to Section 20, "Sanitation" in Handbook 1109.3:
 - b. Personal hygiene includes the following practices
 - 6) Grooming -- bathe daily, use deodorant; avoid the use of excessive perfume and cologne.
 - c. A procedure should be established to ensure that employees or other food handlers such as Compensated Work Therapy (CWT) and Incentive Work Therapy (IWT) patients, are not permitted to work if they have open skin lesions; have been diagnosed with a communicable disease, *Salmonella*, *shigella*, *E. coli*, *hepatitis A*; or have symptoms of intestinal illness. Employees excluded from work for these reasons can only be reinstated with proper medical documentation from a healthcare practitioner that states the employee is free of symptoms, and cleared to perform work as a food service handler.
 - d. Employees should not chew gum while preparing or serving food, while in the food preparation areas or in areas used for equipment and utensil washing. Employees should eat, drink, chew gum, or use tobacco products only in designated areas. If food must be tasted during preparation it must be placed in a separate dish and tasted with a clean utensil. The dish and utensil should then be removed from the food preparation area for cleaning and sanitizing. Employees should never spit in the food service establishment. Beverages in covered containers with a straw are allowed by some local regulatory agencies.
2. The appropriate management official shall provide a copy of this MOU to the Local Union President upon receipt.


For Veterans Health Administration (VHA)

9/11/06
Date


For National VA Council #53

8/30/06
Date