

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 authorization to wear turtleneck or "dickie" apparel under the long sleeve uniform shirt.

1. The national parties agree the typical period for wear of the turtlenecks or dickies shall be from October 1 – April 1 depending on the facility location. An announcement will be provided to Officers stating when it is ok to wear the turtlenecks or dickies.
2. The national parties agree the turtlenecks and dickies must be black, to compliment the current uniform presenting a professional appearance.
3. Mock or standard collars for the turtlenecks and dickies as authorized should be similar to the type of uniform apparel by police uniform distributors.
4. Embroidered or personalized collars or the wearing of pins and/or accessories on the collars are not authorized.
5. Ties are not required when wearing turtlenecks or dickies. The long sleeve uniform shirt will be buttoned up to the collar button which may remain open.
6. 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

2-15-07
Date

2-15-07
Date