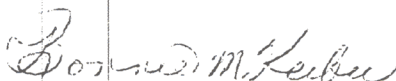


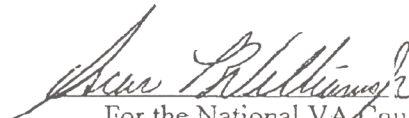
Memorandum of Understanding (MOU)

The following constitutes agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) regarding "VA Police Officers Refresher Training Seminar."

1. The parties agree bargaining unit VA Police Officers shall receive two weeks Refresher Training. Normally, no more than one Officer per AFGE Local duty station will attend the VA Refresher Training Seminar at the same time.
2. Bargaining unit employees will be trained after supervisors. Attendees may be selected from those active officers who have not attended the four weeks Basic Police Officers Training course. After these officers have attended, then other officers may be scheduled based on the length of time that has elapsed since basic training.
3. The parties agree that VA Police Refresher Training Seminar will use a demonstrations system of "Go or No Go" for the two week seminar.
4. In order to determine if a VA Police Officer is grasping the concept of the material covered, the Officer may be asked to do a return demonstration periodically during the Refresher Training Seminar. The results of the return demonstration will be used to determine whether or not additional in-service training should be offered to the Officer. Every effort will be made to ensure the Officers given a "No Go," shall be given the opportunity for additional in-service training prior to doing another demonstration.
5. The purpose of the refresher training is to enhance current skills, impart new techniques and concepts and provide updated legal training concerning new laws and changes to existing laws.
6. The Department will provide Officers with counseling on nutrition and introduce them to a program that may assist them in maintaining a level of fitness to safely perform their duties. If the VA develops a national physical fitness requirement for police officers, the VA will bargain with AFGE as appropriate.
7. The Department shall send only a "report card" to the Officer's duty station outlining any areas that need emphasis for the individual Officer's continuing in-service training.
8. Upon receipt, the appropriate management official for a facility or integrated facility shall provide a copy of this MOU to the AFGE Local Union President(s).



For the Department



For the National VA Council #

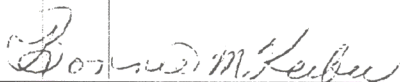
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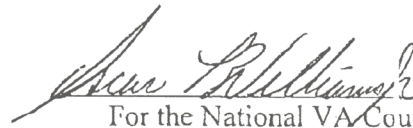
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