

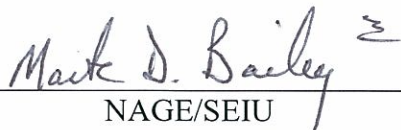
MEMORANDUM OF UNDERSTANDING

The following constitutes a national agreement between the Department of Veterans Affairs (VA) and the National Association of Government Employees/SEIU (NAGE) regarding VA Directive 0730, Security and Law Enforcement.

1. All routine VA police duty shift schedules will have 30 minutes of overlapping patrol coverage built in, which includes 30 minutes non-paid time for a meal period. "Routine" refers to established tours at a facility in accordance with Article 12, Section 3 of the Master Agreement. (VA Directive 0730, Paragraph 2.g.(5))
2. The midnight tour may include 30 minutes of non-paid time for a meal period subject to local bargaining where appropriate.
3. In all instances police officers will be permitted to pick up and turn in their weapons and equipment on duty time.
4. If a bargaining unit police officer is not able to take his/her 30-minute non-paid meal period or if movement is restricted during that period, the officer shall be compensated in accordance with applicable laws and regulations.
5. In accordance with Article 40, Section 2.B of the Master Agreement, the Local will be given advance written notice of a formal administrative investigation when a bargaining unit employee is the subject of, or a witness in, the investigation or inquiry. The participation of bargaining unit employees in an administrative board of investigation will be in accordance with Article 40, Section 2.I. (VA Directive 0730, Paragraph 2.i)
6. Upon request, the union will be provided an opportunity to voice its concerns with facility security. (VA Directive 0730, paragraph 2.m.(1))
7. Management will adhere to all hours of work and overtime provisions contained in collective bargaining agreement.



Department of Veterans Affairs



NAGE/SEIU

12-13-08

Date

1-6-09

Date