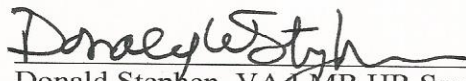
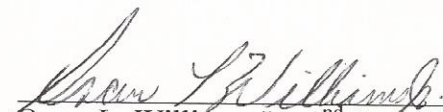


Memorandum of Understanding

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 concerning VA Handbook 0730/5 Security and Law Enforcement, Appendix F Active Threat Response Within Veterans Affairs.

1. The parties agree that VA police officer training and response to active threat incidents is covered under previous MOU's with the NVAC.
2. No bargaining unit employees shall be required to place their life in danger during an Active Threat or Active Shooter.
3. The national parties agreed to the following changes to VA Handbook 0730/5 Appendix F:
 - 3. Definitions add a second sentence to read "VA understands that in some circumstances, attempts by an employee to evacuate or evade may not be successful or safe, and, if confronted by an attacker, the employee may have to take an action to protect their life."
 - 6. Response Planning for Active Threat (b) 5 will read "Each VA facility will pre-identify shelter in place locations for protecting veterans, visitor, patients and staff. Areas that can be secured will be identified in advance and the ability to rapidly lock down those areas will be tested."
 - 6 Response Planning for Active Threat (b) 7, changes second sentence to read "All reasonable attempts to shelter patients and other customers will be made, but it is understood that, in some scenarios, a staff member may have to evacuate rapidly in the face of an immediate threat to their safety."
4. Upon their receipt, the appropriate management officials shall provide a copy of this MOU to the Local Union President.


Donald Stephen, VA LMR HR Specialists
Department of Veterans Affairs (VA)


Oscar L. Williams Jr., 2nd Exec Vice President
AFGE National Veterans Affairs Council #53

3/19/2014
Date

3/14/2014
Date