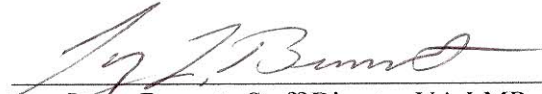



## Memorandum of Understanding

The following constitutes an agreement between the Department of Veteran Affairs, Veteran Canteen Service (VCS) and the American Federation of Government Employees, (AFL-CIO), National Veteran Affairs Council #53 concerning Extended Hours for VCS Patriot Brew and Patriot Café.

1. The national parties have agreed to extended hours at VCS Patriot Brew until 8 pm local time and extend the hours of the Patriot Café until 6pm or earlier based upon local usage. The VCS locations in categories 1 - 4 are involved in this extended hours.
2. The national parties agree that if a decision is made to extend the VCS Patriot Stores hours at some locations. Notification shall be provided to the NVAC to meet the bargaining obligation.
3. The selection of bargaining unit employees to work the extended hours shall be by the following procedures:
  - Qualified BUEs can volunteer to work the extended hours
  - VCS shall take the necessary steps to fill vacant positions
  - If no volunteers, then by reversed seniority of qualified staff
4. All AFGE Locals involved in Extended Hours for VCS Patriot Brew and Patriot Café will be provided a reasonable notice, prior to any affected VCS bargaining unit employees receiving notification.
5. The AFGE local union may elect to bargain on the procedures and appropriate arrangements for bargaining unit employees affected by the tour of duty changes and will be given that opportunity to bargain as appropriate.
6. Upon their receipt the appropriate management officials shall provide a copy of this MOU to the Local Union President.

  
Larry Bennett, Staff Director VA LMR  
For Department of Veterans Affairs (VA)

10/27/2015  
Date

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

10/27/2015  
Date

  
Tanya Gent, Associate Director Resources & Support  
For Veterans Canteen Services (VCS)

10/27/2015  
Date