

Memorandum of Understanding (MOU)
Between
Department of Veterans Affairs
VA Puget Sound Healthcare System (VAPSHCS)
American Federation of Government Employees (AFGE)
Local 498 and AFGE Local 3197

The following constitutes an agreement between the Department of Veteran Affairs Puget Sound Health Care System (VAPSHCS) Police Services and the American Federation of Government Employees (AFGE), AFL-CIO National Veterans Affairs Council #53 (NVAC) Local 498 and Local 3197 concerning the appropriate arrangement and procedures regarding Police Shift Rotation Schedule for all locations and campuses of the VAPSHCS Puget Sound Health Care System.

The following procedures shall apply to AFGE bargaining unit employees:

1) Polices Services will implement a permanent fixed shift schedule and follow the 12-hour (6am to 6pm) compressed Alaskan work schedule effective August 2, 2020 with consideration of employee preferences, health concerns, operational needs, and staffing requirements.

2) All Bargaining Unit Police Officers will bid for their permanent 12-hour shift preference, as well as indicate their preferred team. Bids and team preferences are not guaranteed, as management will assign officers to shifts and teams using seniority first and then selections that will best meet the operational needs and goals of the department. Shift preferences shall be decided on a seniority basis according to service computation dates (SCD) for Seattle and enter on duty date for American Lake.

3) The current defined performance standards and expectations, evaluation and training will be uniformly applied (see attached). VA police officers may temporarily be rotated among duty assignments to a different shift, if necessary, when lacking exposures of workload intensities and experiences as defined in the performance standards. Consideration in shift assignments changes will be given to officers with special concerns, including formal job related educational or training programs on a case by case basis.

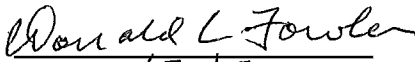
4) All officers have the ability during their rotation to request in writing to their supervisor to come off the shift. Such request may be honored if there is an opening and it would not adversely impact operations of the service. If several requests from the same shift is requested, selections will be decided on a seniority basis according to service computation date SCD and enter on duty date for American Lake.

5) In the event there is a shift vacancy that has a mission essential need to be filled, volunteers will be sought first on a seniority basis. If no volunteers, then the shift will be assigned to the officer with the least seniority according to SCD and enter on duty date for American Lake.


- 6) Overtime shall be distributed in a fair and equitable manner as prescribed in the Master Labor Agreement.
- 7) Any Bargaining Unit Police Officer has the option to seek another qualified Bargaining Unit Police Officer to submit and request a switch of shift from a like employee and position at their assigned station. A memorandum of agreement will be drafted and signed by both parties. The agreement will be approved and finalized by the approval authority. Consideration in a switch of shift and assignments will be approved by the approval authority on a case by case bases.
- 8) When any officer returns from LETC Basic Training, they will be placed on the schedule where there is an operational need.
9. Bargaining Unit Employees at their current assigned duty location can only shift bid at that site. Transfer request between duty stations must be submitted in writing through management for approval.
- 10) Both Management and the Union reserve the right to reopen bargaining of this MOU by providing a minimum of 30 days advance notice requesting negotiations. The term of this MOU will remain in place until any new updates are agreed upon and will take effect immediately once signed by the parties.

APPROVED:


Donald Fowler
NVAC 11th District Rep


Date: 7/30/2020


Gene Fenton, Police Chief
VA Puget Sound HCS System


Date: 7/29/2020

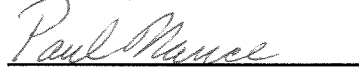
Beverly Anderson
President, AFGE Local 3197


Date: 7/29/2020


Donny Smith, Deputy Chief
VA Puget Sound HCS System


Date: 07-29-2020

Paul Nance
President, AFGE Local 498


Date: 7-30-20

Leroy White, Operations Major
VA Puget Sound HCS System


Date: 7-30-2020

Lavoyne Anger, ELR Specialist
VA Puget Sound HCS System

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Date: 2020.07.29 13:54:54 -0700
Date: Anger 1459439