
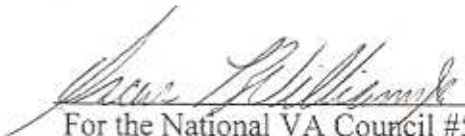


MEMORANDUM OF UNDERSTANDING

The following constitutes an agreement between the Department of Veterans Affairs, Office of Safety and Health and the American Federation of Government Employees, AFL-CIO, National VA Council #53 (NVAC) concerning the Workplace Stress/Aggression Project at the following comparison sites: VHA (Spokane, Boise, Togus, Sheridan, and Portland); NCA (Fort Logan, Long Island and Phoenix); VBA (Detroit, Montgomery, Pittsburgh, Atlanta, White River Junction and Louisville).

1. The National parties understand the decision to participate must be jointly. However, participation of AFGE sites in the Workplace Stress/Aggression Project Study shall be at the election of local unions. Management officials shall not intimidate union officials nor take reprisal action for not participating in this project.
2. No bargaining unit employee shall be adversely affected by the Workplace Stress/Aggression Project Study. No material gathered/developed as a result of this study shall be used as evidence in any action initiated by management officials. All personal identifying information obtained through surveys and interviews shall be kept confidential. The participation of bargaining unit employees shall be voluntary, unless they are subject matter experts in this field of study.
3. The National VA Council shall be informed of any changes made as a result of the Workplace Stress/Aggression Project that may affect the bargaining unit employees.
4. The National VA Council #53 shall receive an annual report and a final report on the Workplace Stress/Aggression Project to include any and all data/information that relate to causes, savings and needed changes to reduce workplace stress/aggression.
5. The appropriate management official shall provide a copy of this MOU to the AFGE Local President upon their receipt at their location.
6. Local unions may negotiate further on this issue so long as they do not impair, interfere, or conflict with this MOU and the Master Agreement.


For the Department of Veterans Affairs


For the National VA Council #53

5-8-01
Date