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The following constitutes agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, National VA Council (NVAC) regarding the VA Police Officers Refresher Training Course and Examination and Validation Process.

1. Bargaining unit police officers will receive the same training examination, and validation process as the supervisors
2. The first two training classes will be for supervisors.
3. The selection process will be utilization of social security numbers; however, no more than one trainee from a facility will attend each class.
4. Contract police officers will not be provided this training.
5. Employees who have valid weaknesses detected during this process shall be given the opportunity to correct same through continuation of training in these areas. This training will be sufficient in time and content to insure the effected employee receives a reasonable and adequate amount of training to improve their skills.
6. This training will not be a basis for removal or demotion, but rather for the purpose of improving identified weaknesses.
7. Local Human Resources Managers will, upon receipt, provide a copy of this MOU to the local president.
8. Local management shall meet its labor-management obligations at the local level prior to implement.
9. Issues relevant and not specifically addressed in the policy or MOU, may be addressed in local bargaining. This does not affect local management's right to declare certain union proposals as non-negotiable.

David Perry  
For Management

Walt Gloske  
For NVAC

9/7/95  
Date