


## Memorandum of Understanding

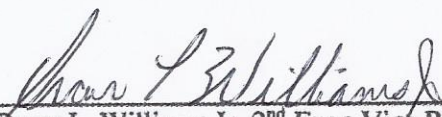
The following constitutes an agreement between the Department of Veterans Affairs, Veterans Health Administration (VHA) and the American Federation of Government Employees, (AFL-CIO) National Veterans Affairs Council #53 (NVAC), concerning VHA Member Services Employee Dress and Appearance.

1. All bargaining unit employees (BUEs) shall report to work in appropriate work attire as outlined in the dress code policy. Those BUEs who meet with the public shall report to work in work attire appropriate for an office setting.
2. Types of shoes worn must be consistent with the work environment and not pose a safety hazard. Sandles must be appropriate and may include a heel and ankle strap.
3. Attire which consists of pajama bottoms, flip-flops or any type clothing that has a sexual connotations, political endorsement, offensive language or offensive pictures or displays and/or references any drug or alcohol products are prohibited and not permitted.
4. Bargaining unit employees serving as union representatives may elect to wear union T-shirts or union collar shirts with the AFGE name and logo to work.
5. All clothing must be properly maintained, with no holes or frayed ends.
6. Upon their receipt, the appropriate management officials shall provide a copy of this MOU the following AFGE Member Services Locals President: AFGE Local 518, Atlanta, GA; AFGE Local 906 Topeka, KS; AFGE Local President 1539, Hot Springs, SD; AFGE Local President 1822, Waco, TX and AFGE Local 3306 Canandaigua, NY.

  
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Ryan Fulcher, Labor Relation Specialist  
For the Department of Veterans Affairs (VA)

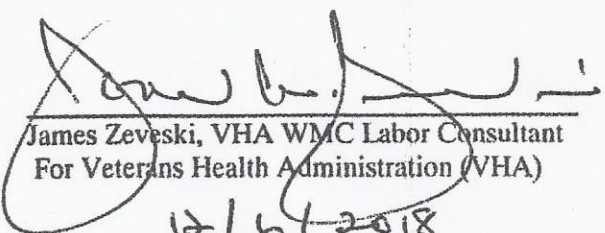
12/6/2018

Date

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

12/06/2018

Date

  
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James Zeveski, VHA WMC Labor Consultant  
For Veterans Health Administration (VHA)

12/6/2018

Date