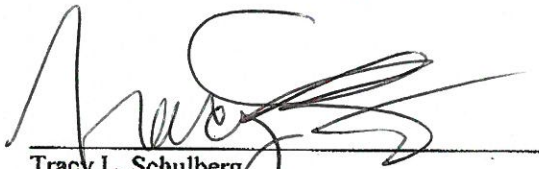


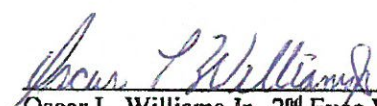
Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs, Veterans Canteen Service (VCS) and the American Federation of Government Employees, (AFL-CIO), National Veterans Affairs Council #53 concerning the conducting of Weekend Quarterly Training for VCS employees assigned to Patriot Café, Patriot Brew, Patriot Express and Patriot Stores.

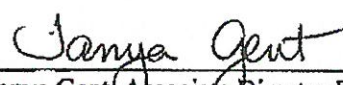
1. The national parties have agreed to the extent operationally possible to conduct training sessions either at the beginning or the end of the employee's tour of duty (TOD).
2. The national parties have agreed the quarterly training will be held at each location and will be administered by facilitators from the VCS and depending on the topic, the quarterly training will be conducted outside the hours of the employees regularly scheduled administrative workweek.
3. The national parties have agreed that when mandatory Food Safety and Sanitation Training is required on weekends, the VCS will give due consideration to the employee's personal circumstances, if requested by the employee in advance.
4. All affected employees and their respective Local Unions will be given as much advance notice as possible of the mandatory training and overtime will be paid in accordance with governing directives and law.
5. The AFGE local union is not precluded from any further negotiations on the impact, and appropriate arrangements for bargaining unit employees affected by the mandatory training and will be given the opportunity to bargain if requested, so long as there is no conflict with this MOU.
6. Upon their receipt the appropriate management officials shall provide a copy of this MOU to the Local Union President.


Tracy L. Schulberg
Acting Executive Director
OLMR, Veterans Affairs

5/1/2019
Date


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

04/30/2019
Date


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

4/30/19
Date