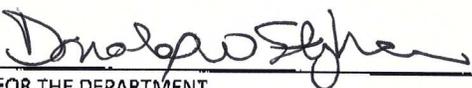
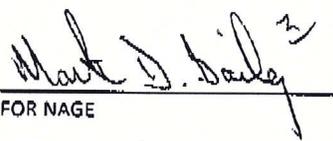


MEMORANDUM OF UNDERSTANDING
(MOU)

The following constitutes an agreement between the Department of Veterans Affairs (VA) and the National Association of Government Employees (SEIU/NAGE) regarding the implementation of ACTIVE Threat Programs.

1. Union involvement on Active Threat Response Programs will be negotiated at the Local level in accordance with the Master Agreement Article 10, Section 5.
2. The Department will inform NAGE National of any decision to create new or revised Active Threat-Response Programs and will meet its bargaining obligations in accordance with the Master Agreement Article 10.
3. Non-Police Employees may be asked to volunteer but will not be required to actually participate in role playing during active threat training course.
4. Bargaining unit employees will receive refresher familiarization training.
5. NAGE local representatives will be notified and allowed to participate in all Active Threat security safety evaluations and security checks as appropriate.
6. NAGE National and Local union Presidents shall be provided a copy of this signed MOU within 15 calendar days of signing.
7. A signed copy of this MOU shall be posted on the Office of Labor Management Relations (LMR) website within 15 calendar days of signing this agreement.


FOR THE DEPARTMENT
3/13/14
DATE


FOR NAGE
3-13-14
DATE