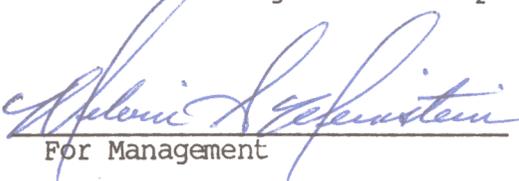
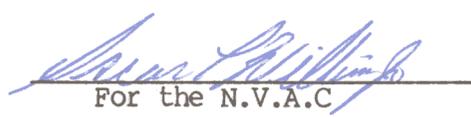


The following constitutes agreement between Veterans Canteen Service (VCS) and the National VA Council (NVAC) regarding "Veterans Canteen Service Polygraph Testing."

1. If, VCS feels a law has been broken, they shall refer such allegations to the proper authorities for investigation and disposition.
2. Employee(s) shall not be coerced into taking a polygraph test.
3. Failure to voluntarily submit to a polygraph test will not be construed as admission of guilt.
4. The result of a polygraph test will not be the sole basis for a disciplinary action.
5. A Union representative (of the union's choice) will be invited to be present when an employee is requested to volunteer for a polygraph test. The employee, and union representative if present will be advised in writing of the reason(s) he/she is requested to take the polygraph test.
6. Upon request, the employee will be provided a copy of the results of their polygraph test and interpretation.
7. The polygraph test is voluntary.
8. Polygraph testing shall begin no sooner than Nov. 15, 1992.
9. A copy of this policy and agreement shall be provided to all current VCS employees prior to implementation at a facility. All future VCS employees will be provided with a copy of this policy and agreement upon employment.
10. The facility Personnel Officer, upon receipt will provide a copy of this agreement and policy to the local union president.


 For Management


 For the N.V.A.C

11-12-92
 Date