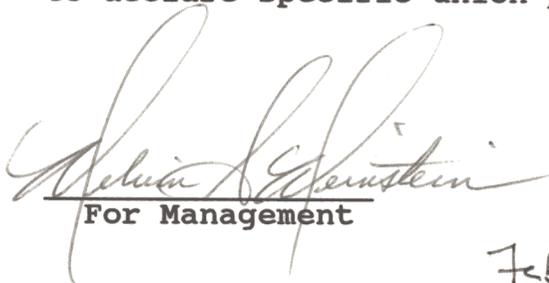


The following constitutes agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, National VA Council (NVAC) regarding VHA Directive 10-95-, Sick and Other Leave for Title 38 Employees.

1. The same level of consideration shall be provided to an employee's use of sick leave whether it is to be used for family or personal reasons.
2. For those on sick leave certification prior to the time the policy becomes effective, there will be no impact on usage of sick leave for family reasons, unless the certification is ammended or reissued because a pattern of sick leave abuse for family friendly reasons has developed.
3. The parties should insure that the leave approving official, time keeper and employee agree on the employee's sick leave for family use balance at all times. This balance should be maintained in an automated system where reasonable and feasible.
4. Local union presidents shall be provided Flyer 058A-29, 5CFR630 Federal Register dated Dec 2, 1994, Flyer 058A-15, and OPM Memorandum 94-14 dated Nov. 7, 1994.
5. This MOU applies to Title 5 as well as Title 38 employees in the bargaining unit.
6. Local management shall meet its labor-management obligations at the local level prior to implementation of this policy.
7. Local Human Resources Managers will, upon receipt, provide a copy of the policy and this MOU agreement to the Local Union President.
8. Issues relevant to the policy 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 specific union proposals as non-negotiable.


For Management


For the NVAC

Feb 28, 1995
Date