Memorandum of Understanding (MOU)

The following constitutes agreement between the Department of Veterans Affairs, (VA) and the American Federation of Government Employees, AFL-CIO, National Veterans Affairs Council #53 (NVAC) regarding "VA Smallpox Vaccination Program".

1. The Department recognizes that National VA Council #53 neither approves nor disapproves of bargaining unit employees volunteering to participate in the smallpox vaccination program.

2. The participation in the VA smallpox vaccination program shall not adversely affect the bargaining unit employee.

3. The parties agree that any awards and recognition shall be consistent with the current VA/AFGE Master Agreement dated March 21, 1997.

4. The Department will make every effort to provide any volunteer with information and/or data concern smallpox and any and all side effects related to the vaccination. This information and/or data shall be provided to interested volunteers prior to making a decision to participate.

5. Any volunteer that becomes ill as a result of the vaccine effects shall be authorized leave in accordance with Governmentwide regulations that may be enacted concerning the smallpox vaccination program.

6. Local implementation of a smallpox vaccination program is an appropriate subject for local level bargaining. Any local parties agreement cannot conflict with this MOU or the VA/AFGE Master Agreement dated March 21, 1997.

7. Employees who receive the vaccination shall report to Employee Health or as specified locally, as appropriate, prior to reporting for duty for evaluation following the vaccination and at regular intervals as specified by Employee Health or as specified locally, during the time a reaction is present.

8. The appropriate Management Official upon receipt at the facility shall provide a copy of this MOU and Directive to the Local Union President .

For the Department (VA)

For the National VA Council #53

3/6/03

Date