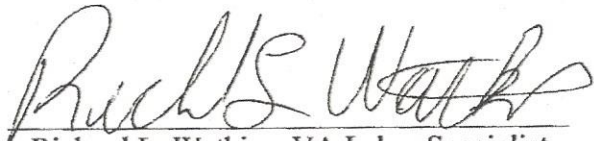
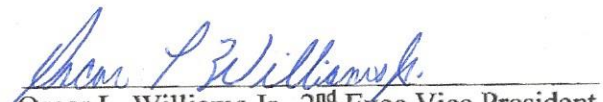


Memorandum of Understanding

The following constitutes an agreement between the Department of Veterans Affairs and the American Federation of Government Employees, (AFL-CIO) National Veterans Affairs Council #53 on VA Police Physical Fitness Assessment Program.

1. The national parties have agreed that the Physical Fitness Assessment Program testing will not start until after January 1, 2020.
2. The national parties agree the VA Police Physical Fitness Assessment Program will occur during the bargaining unit employees' normal tour of duty.
3. Where appropriate and depending upon minimum VA Police staffing standards, bargaining unit employees will be allowed up to 16 hours per month towards Physical Fitness training. Officers that exceed the Physical Fitness Standards shall be eligible for an incentives awards.
4. Each bargaining unit employee will be given up to three remedial training to complete the Physical Fitness Assessment Program testing. Failure to meet the minimum standards based upon the employee age group may require the employee to be moved out of their VA Police Officer position. Every Effort will be made to accommodate the employee in other positions prior to any other action.
5. Upon their receipt, the appropriate management officials shall provide a copy of this MOU to the AFGE Local President.


Richard L. Watkins, VA Labor Specialist
For the Department of Veterans Affairs (VA)


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

8-27-19
Date

08/27/2019
Date