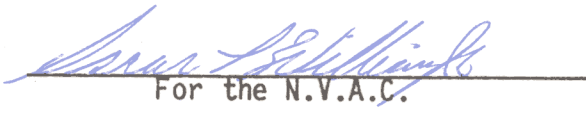


The following constitutes agreement between the Department of Veterans Affairs (VA) and the National VA Council (NVAC) regarding USXPRESS.

1. The National VA Council retains the right to reopen negotiations, after six months for any problems which have arisen because of the USXPRESS Test Initiative.
2. Local Management shall meet its labor/management obligations at the local level prior to the implementation of this test initiative.
3. The agency will not extend the study or implement within or beyond 37 proposed test sites without notifying the union and negotiating as requested.
4. Nationwide implementation after the test initiative is completed shall cause management to notify the union and negotiate as requested.
5. The NVAC President will be provided a copy of the complete final study report. This will be supplied within three weeks of the completion of the final study report.
6. VA will make every effort to accomodate employees by reassigning them or providing training to those whose jobs may be affected because of the USXPRESS initiative.
7. Employees assigned new responsibilities as a direct result of the USXPRESS initiative will be provided a reasonable grace period to bring performance related to such changes to the fully satisfactory level. Employees will receive training in their new responsibilities necessary to perform at the fully satisfactory level.
8. The facility Personnel Officer, upon receipt, will provide a copy of this agreement to the local union president.

  
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 For Management

  
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 For the N.V.A.C.

11-10-92  
 \_\_\_\_\_  
 DATE

RECEIVED ON JUL 6, 1991  
 NATIONAL VA COUNCIL 