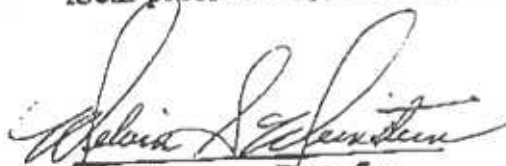
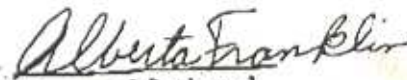


Memorandum of Understanding

Computer Automated Tracking System (CATS)

1. Management shall meet it's labor management obligation at the local level regarding the CATS system.
2. With the implementation of CATS, management at the local level agrees to:
 - a. Review the position descriptions of the affected employees in accordance with the Master Agreement and OPM Standards, and
 - b. Review the performance standards of affected employees and, if warranted, revise the performance standards, in accordance with the Master Agreement.
3. Employees will receive complete training appropriate to the function they are to perform prior to being required to utilize the system.
4. Management at the facility level will provide a copy of this MOU to the local president upon receipt.


For Veterans Benefits
Administration


For the National
VA Council

3-20-97
Date

3-21-97
Date