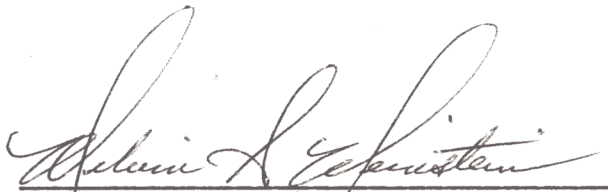


The following constitutes agreement between the Department of Veterans Affairs (VA) and the American Federation of Government Employees, National VA Council (NVAC) concerning the Proposed Survey of Staff at VA Psychiatric Hospitals.

1. It is not management's intention to use the survey results for TQM/TQI processes or any similar management programs.
2. A union representative will be invited to be present throughout the group administration of the survey and its subsequent mailing.
3. Individual job satisfaction survey results will not be shared with the VA Psychiatric Hospitals.
4. A list of the units and names of bargaining unit employees will be provided to each local president prior to administration of the survey.
5. The results of the survey will be provided to the NVAC President and members of the NVAC negotiating team.
6. The completion of the survey is voluntary for each employee.
7. The union will encourage employees to complete the survey.
8. A copy of this agreement will be provided to each local union president.

  
\_\_\_\_\_  
For Management

  
\_\_\_\_\_  
For the NVAC

11-12-97  
Date

RECEIVED ON MAY 29, 1999  
NATIONAL VA COUNCIL  
