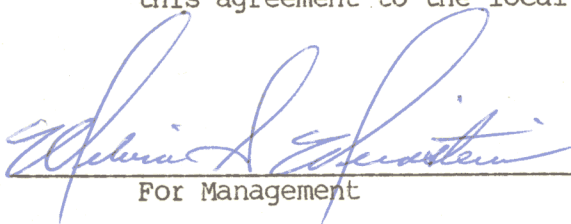



The following constitutes agreement between the Department of Veterans Affairs (VA) and the National VA Council (NVAC) regarding the extension of the USXPRESS Program nationwide.

1. Local Management shall meet its labor/management obligations at the local level prior to the implementation of this Program at facilities not involved in the pilot program.
2. Position descriptions of employees involved in USXPRESS will be reviewed to insure that new responsibilities are included and the positions are properly classified.
3. VA will make every effort to accomodate employees by reassigning them or providing training to those whose jobs may be affected because of the Program.
4. Employees assigned new responsibilities as a direct result of the Program 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.
5. The facility Personnel Officer, upon receipt, will provide a copy of this agreement to the local union president.



 For Management



 For the N.V.A.C.

11-12-92

 DATE