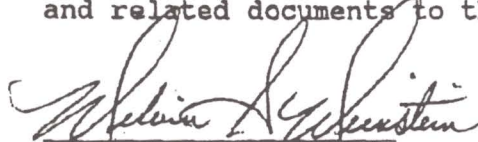


The following constitutes agreement between the Department of Veterans Affairs and the American Federation of Government Employees, National VA Council (NVAC) regarding Commercial Purchase Card Usage.

1. Management will make every effort to place affected employees in positions at their current grade level.
2. Employees who are assigned to new positions will have input into their new performance standards for consideration by their new supervisor.
3. Employees using commercial purchase cards will receive proper training concerning the policy prior to implementation at the local facility.
4. Local management will meet its labor-management obligations to include, but not limited to, type of training, how and where delivery is to be made, number of card holders and who they will be, points of delivery, whether there will be a running inventory, returning items, signature responsibility, accountability, increase workloads (cardholders, mailroom), FTEE reduction, safety, union training requested, etc.
5. Local management will review affected employees' jobs for possible upgrade of positions.
6. Local parties will establish ongoing training and critiquing of commercial purchase card usage.
7. Above local negotiations will be completed in partnerships forum or traditional bargaining.
8. For those facilities who have begun implementation, management must revisit this subject in accordance with #4 above.
9. Local management, upon receipt, will provide a copy of this Memorandum of Understanding, the Implementation Guide and related documents to the local union.


For Management


For the NVAC

2-20-96
Date