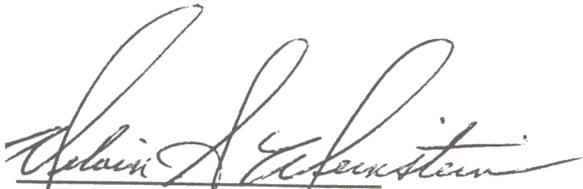


The following constitutes agreement between the Department of Veterans Affairs and the National VA Council (NVAC) concerning VHA Manual M-1, Part VII Chapter 8, "Employee Uniforms:"

1. The NVAC shall participate in a new uniform survey to commence by May 1, 1993.
2. The results of the survey shall be shared with the union and the labor-management obligation shall commence as soon thereafter as possible. Target date for conclusion of the survey is November 1, 1993.
3. Employees shall receive any retroactive pay due them no later than June 1, 1993, if possible.


For Management

April 2, 1993


For the NVAC