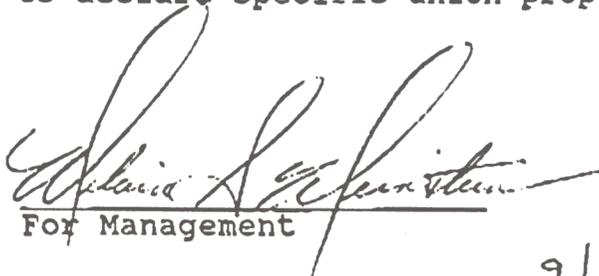


The following constitutes agreement between VA and the NVAC regarding VHA Manual M-2, "Clinical Affairs" Part VI, Pathology and Laboratory Medical Service.

1. All employees will be provided adequate time to read the new M-2, Part VI.
2. A copy of M-2, Part VI and evolving supplemental policies will be readily available in the main laboratory to all employees.
3. Employees will all be made familiar with the Quality Control Program.
4. Lead Technologists will provide technical leadership to employees. They will not normally perform administrative supervisory responsibilities.
5. Local Personnel Officers will, upon receipt, provide a copy of M-2, Part VI and this MOU to the Local Union President, or designee.
6. Local management shall meet its labor management obligations at the local level prior to implementation.
7. Issues relevant to this policy and not specifically addressed in the policy or MOU may be addressed in local bargaining. This does not affect local management's right to declare specific union proposals as non-negotiable.


For Management


For the NVAC

9/3/93
Date