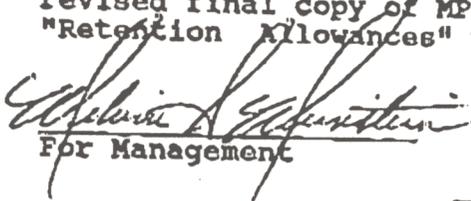


The following constitutes agreement between the Department of Veterans Affairs (DVA) and the National VA Council (NVAC) regarding Section C, "Retention Allowances"-V(VA) Manual MP-5, Part I, Chapter 575.

1. 5.c. Criteria: delete: Another indication of the likelihood of the employee's leaving is the amount of time committed to Federal employment. An employee who is nearing retirement eligibility is less likely to leave Federal service than a relatively new employee.
2. 15b. Last sentence-The report will be made available to OPM and the union upon request.
3. Local Human Resources Management Officers will, upon receipt, provide copy of this MOU to the local union president.
4. Issues relevant and not specifically addressed in the MOU may be addressed in local bargaining. This does not affect local management's right to declare certain union proposals as non-negotiable.
5. Local management shall meet its labor-management obligations at the local level prior to implementation of the policy. Ideally this will be accomplished through a local partnership council.
6. The Mid-Term bargaining committee shall receive a revised final copy of MP-5, Part I, Chapter 575, Section C "Retention Allowances" when printed.


For Management

8/1/94
Date


For NVAC