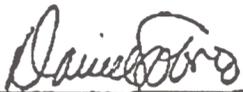


The following constitutes agreement between Department of Veterans Affairs and the American Federation of Government Employees (NVAC) regarding a Voluntary Early Retirement Authorization VERA in the Veterans Benefits Administration scheduled for September 11 - 25, 1995.

1. Local Human Resources Staff will, upon receipt, provide a copy of the VBA plan authorized by the Under Secretary for Benefits on September 5, 1995, and this MOU to the local Union President.
2. All VRA employees, meeting OPH criteria, are eligible for Voluntary Early Retirement. No positions have been excluded at the national level. Individual facility workloads and staffing composition may necessitate limitations at the facility level. Disputes, if any, will be resolved in partnership.
3. In accordance with Executive Order 12871, numbers, types and grades are subjects for mandatory bargaining.
4. Local management shall meet its labor-management obligations at the local level prior to implementation through partnership.



For Management



For the NVAC

9/7/95
Date