

**MEMORANDUM OF UNDERSTANDING BETWEEN  
 FDA ORA AND NTEU REGARDING ORA LABORATORY  
 WEEKEND WORK NEGOTIATIONS**

This Memorandum of Understanding (MOU) is entered into between the Food and Drug Administration Office of Regulatory Affairs (FDA ORA) and the National Treasury Employees Union (NTEU) regarding mid-term negotiations over conditions of weekend work at all FDA ORA laboratories nationwide.

1. Both Parties agree that these negotiations are considered to be in response to management-initiated changes;
2. Both Parties agree that the scope of these negotiations will be limited to weekend work assignments as they relate to ORA laboratory employees or other employees whose weekend work duties are connected to work performed over the weekend at the laboratories;
3. While these negotiations are in the preparatory stage and are taking place, any local weekend work pilots or agreements that are currently in effect will continue until the end of their effective dates. Upon expiration of local agreements pertaining to weekend work, the terms of the agreements shall remain in effect until they are replaced through these negotiations unless the agreements specifically provide for a return to the *status quo* at the end of the pilot.
4. In that regard, the Southeast Region Weekend Work Pilot will terminate after the one year period specified in that agreement. At that time, conditions will revert back to what they were prior to the pilot.
5. The negotiating team will comprise 10 individuals, four (4) from management and six (6) from the Union. Five (5) Union Negotiators will be authorized official time.
6. NTEU will present its draft proposals to FDA by the close of business on November 10. Negotiations will begin shortly thereafter. Initial negotiations may take place via conference call. Face-to-face negotiations are currently scheduled for all day on December 6 and one-half a day on December 7. These dates may be changed by mutual agreement. Any face-to-face negotiations will take place in Rockville, MD or, by mutual agreement, at an alternative site selected by the parties.

- 7. Except as provided in this MOU, all pertinent articles of the collective bargaining agreement, including the provisions of Article 3 relating to travel expenses, will apply to these negotiations.

For NTEU:

*Peter F. Gimbrere 11/3/00*

Peter F. Gimbrere  
NTEU National Negotiator

For FDA:

*Edwin S. Campbell, Jr. 11/3/00*

Edwin S. Campbell, Jr.  
Labor Relations Officer