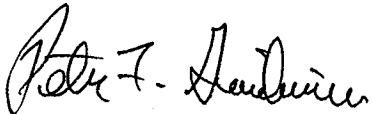


MEMORANDUM OF UNDERSTANDING BETWEEN FDA AND NTEU

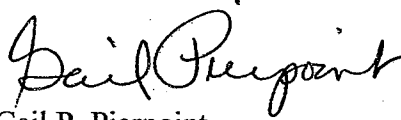
The parties agree that, based on their mutual intent at the bargaining table, Article 25 of the FDA/NTEU Collective Bargaining Agreement should not be read to prohibit bargaining unit employees, with proper supervisory approval, from working credit hours on Sundays where the local parties have agreed to include Sunday hours in their flexible bands. Any such Sunday hours may be included in flexible bands only for the purpose of working credit hours.

Furthermore, some agreements negotiated by NTEU Chapters and FDA sub-elements provide for flexible bands which are only for the purpose of working credit hours (that is, these bands cannot be used to satisfy employees' basic work requirements). We want to clarify that employees on Any-40 and Any-80 schedules may work credit hours during the times covered by such bands prior to completing their 40 or 80 hour basic work requirements.



Peter F. Gimbrere
NTEU National Negotiator

6/27/01



Gail P. Pierpoint
Director, Division of Employee and
Labor Management Relations

6/26/01