

**MEMORANDUM OF UNDERSTANDING
 BETWEEN
 THE FOOD AND DRUG ADMINISTRATION
 AND
 THE NATIONAL TREASURY EMPLOYEES UNION**

This memorandum is entered into in connection with the agreement executed by Food and Drug Administration (FDA) on October 25, 2000 and by National Treasury Employees Union (NTEU) on November 6, 2000 concerning uniforms for personnel conducting import activities.

The parties agree that, notwithstanding the above-mentioned agreement, the FDA is permitted to authorize such deviations from the prescribed uniform policy as are necessary to provide reasonable accommodation for *bona fide* religious beliefs. Specifically, the FDA will authorize deviations where: 1) an employee has a *bona fide* religious belief which conflicts with the uniform policy; 2) the employee informs the FDA of that religious belief and requests an accommodation; and 3) the accommodation is reasonable (i.e., it does not impose an undue hardship on the agency).

For the NTEU:

For the FDA:

Peter F. Gimbrere 9/26/01
 Peter F. Gimbrere
 National Negotiator

Deborah D. Ralston 9/21/01
 Deborah D. Ralston
 Director
 Office of Regional Operations