

Attachment 1

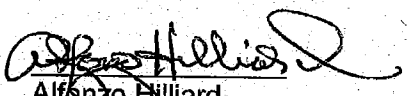
MEMORANDUM OF UNDERSTANDING
Between
the
Department of Health and Human Services
and
The National Treasury Employees Union (NTEU)
Adoption of OPM Regulation Relating to Sick Leave

This is an agreement between the Department of Health and Human Services (Employer), on behalf of all of its operating divisions (OP/Div's) and the National Treasury Employees Union (Union), concerning the implementation of Office of Personnel Management Final Rule on sick leave, as found in 5 CFR 630.401(d) which is attached and incorporated herein.

This agreement applies to all operating divisions of the Department of Health and Human Services serviced by the Rockville Human Resources Center. The parties also incorporate herein the Employer's notification summary document which summarizes the OPM changes. This notification summary is attached to this Memorandum of Understanding.

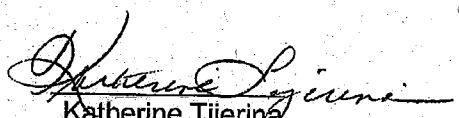
The OPM Family Friendly Leave Rule changes became effective September 18, 2006 and are effective as of the date of the signing of this MOU.

For the Employer:


Alfonso Hilliard
Labor Relations Officer
Department of Health
And Human Services

11/01/06
Date

For the Union:


Katherine Tijerina
National Negotiator
National Treasury
Employees Union

10/30/06
Date