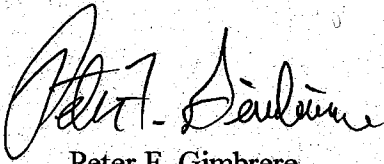


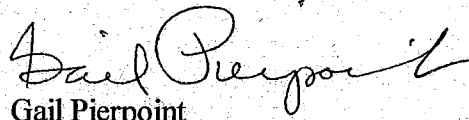
12/3/99

MEMORANDUM OF UNDERSTANDING BETWEEN NTEU AND FDA

FDA will consult with NTEU concerning the rationale behind the adoption of core hours at various FDA centers/ORAs/NCHQ. Following the consultations, NTEU agrees that any remaining issues related to the core hour dispute will not be subject to grievance, arbitration or other appeal forms. This does not preclude the unions right to utilize Article 2 of the collective bargaining agreement. All local union/management AWS FWP committees as established by Article 25 and 26 of the collective bargaining agreement will hold off on taking any final action on any disputes related to the core hour issue until these consultations have been completed.



Peter F. Gimbrere
NTEU Negotiator



Gail Pierpoint
FDA Labor Relations