MEMORANDUM OF UNDERSTANDING

Article VII, Section 2(C) of the Collective Bargaining Agreement (CBA) between the US & FCS and AFSA, is hereby modified and now reads as follows:

C) The AFSA Vice-President shall be authorized up to 50% of official time. Should representational duties give rise to the need for additional time, the Senior Advisor for Human Resource Development may approve a request from the Vice-president for a specific amount of official time in excess of 50%, if approval is in the best interest of AFSA and the US & FCS.

The above change will take effect upon the signature of both parties listed below. The duration and renewal of this change to the CBA is governed by Article XV, Section 1 of the CBA.

Approved for the US & FCS:

Awilda R. Marquez
Assistant Secretary and Director General
US & Foreign Commercial Service

[Signature] 4/15/99

Approved for AFSA:

Charles Kestenbaum
FCS AFSA Vice-President

[Signature] 4/20/99