

MEMORANDUM OF UNDERSTANDING

PPQ PANDEMIC DISEASE PLAN

The Parties enter into the following agreement as a result of change bargaining negotiations conducted between Plant Protection and Quarantine (PPQ), hereinafter referred to as the Employer and the National Association of Agriculture Employees (NAAE) hereinafter referred to as the Union.

The Parties agree that once the PPQ Pandemic Disease Plan has been implemented that the Employer will utilize volunteers up to and including Federal Response Stage 3, if necessary. The Employer may implement mandatory procedures at Federal Response Stage 4 or greater.

The Parties further agree that all changes to the working conditions of bargaining unit employees as a result of implementation of the PPQ Pandemic Disease Plan will be returned to *status quo ante* once the Federal Response Stage has been reduced to below Stage 3. If return to status quo ante is not possible because of the permanent or anticipated long lasting effects attributable to the pandemic disease, then the Union will have 30 days after returning to Federal Response Stage 3 to submit proposals for post implementation bargaining.


for Paul Eggert

7-21-09
Date


Sarah Rehberg

7/17/09
Date