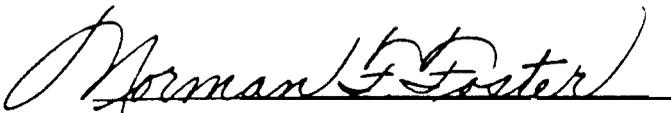


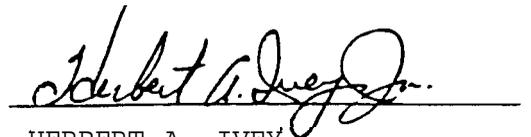
MEMORANDUM OF UNDERSTANDING

The parties understand that the Department of Army smoking policy/regulation falls within the scope of current labor agreements which provide that the Agreement will be administered in accordance with appropriate laws and regulations. Based on the above, it is further agreed that bargaining unit employees who believe the Employer is not properly administering the provisions of the DA smoking policy/regulation may file grievances concerning application of the smoking policy and such grievances may be filed in accordance with the negotiated grievance procedure which covers their bargaining unit.



NORMAN F. FOSTER
Chief, Mgt-Empl Relations Div
Civilian Personnel Office

DATE 14 July 1986



HERBERT A. IVEY
President, AFGE
Local 1858

DATE 14 July 1986