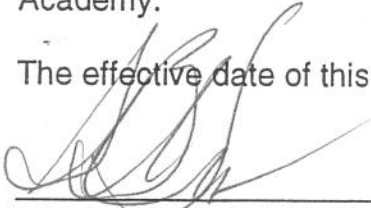


MEMORANDUM OF AGREEMENT


With respect to the proper interpretation and application of FAPM Letter 352-1 (formerly Order 3330.6B), Chapter 4, Reemployment Rights for FAA Academy Instructors, the parties agree that outside hires; i.e., not a current FAA employee, and employees in the AAD line of business at the Aeronautical Center shall not be covered by return rights when selected for an instructor position in the FAA Academy.

The effective date of this agreement shall be the date signed by the parties.



For the Union
12/12/97

Date



For Management
12/11/97

Date