

3 FAM 4300 Exhibit 4300

(TL:PER-338; 08/19/1997)

NEGOTIATED AGREEMENT

3 FAM 4300 Disciplinary Action, Including Separation For Cause

The duration of the Agreement, 3 FAM 4300, Disciplinary Action, including Separation for Cause, is for a three year period effective on the date of approval.

The Agreement may be modified or amended at any time by the mutual agreement of the Parties. Lacking such agreement, either Party desiring to amend or terminate the Agreement may require negotiations provided it gives written notice of its intent to the other Party not earlier than 90 calendar days nor later than 60 calendar days prior to the termination date. The Agreement will remain in effect until a new Agreement is reached.

If neither Party gives notice in accordance with the above procedure, the Agreement shall be automatically renewed annually on the anniversary date.

FOR MANAGEMENT

FOR AFSA

William E. Stuch John P. [Signature]

Date of Signature of the Parties July 18, 1997

APPROVED BY ACTING UNDER SECRETARY FOR MANAGEMENT

Paul P. Kennedy DATE August 15, 1997