

**MEMORANDUM OF UNDERSTANDING
BETWEEN
NATIONAL TREASURY EMPLOYEES UNION (UNION)
And
FEDERAL DEPOSIT INSURANCE CORPORATION (EMPLOYER)**

EMPLOYMENT STATUS OF NONCITIZENS

1. The UNION recognizes the EMPLOYER'S policy regarding citizenship status as follows:

Corporate (FDIC) policy is to require appointees to excepted positions to be U.S. citizens. Non-citizens should, therefore, not be selected unless the non-citizen possesses a specialized or unique skill not available in the applicant population, there is a lack of qualified, available citizens after reasonable and adequate recruitment efforts, or for some other reason of administrative efficiency.

However, in no case will the EMPLOYER discriminate against individuals based on their national origin.

2. The EMPLOYER shall immediately brief all non-citizen employees of the Federal Deposit Insurance Corporation regarding it's policy relating to the appointment and/or reappointment of non-citizens. This briefing shall include an overview of the Employee's related regulation as well as a detailed explanation of this Agreement. The EMPLOYER shall respect the dignity and privacy of employees attending the briefing.
3. The EMPLOYER shall meet with any non-citizen employee(s) no later than sixty (60) calendar days prior to their subsequent renewal date to allow the employee to advise the EMPLOYER of their progress in attending citizenship, including submitting any supporting documentation and explanation related to their citizenship efforts.
4. At the above referenced meeting, if the employee can prove that they have attained citizenship, their renewal will be based on the operational needs of the EMPLOYER.
5. The EMPLOYER shall advise the employee(s) no later than thirty (30) calendar days prior to the expiration of their appointment date whether they satisfy the requirements set forth in Section 1 above.
6. FDIC non-citizen applicants and new hires shall be notified of the EMPLOYER's policy set forth in Section 1 above. Applicants and new hires will be advised of the possible consequences of not attaining citizenship upon application and appointment.
7. Employees and/or the UNION may grieve alleged violations of this agreement though the grievance procedure contained in their respective collective bargaining agreement.

MOU signed November 3, 1992 by the following;

FOR FDIC: Barbara Moffett

FOR NTEU: Steven Payne