

Memorandum of Understanding
Between the United States Patent and Trademark Office,
the National Treasury Employees Union, Chapters 243 and 245, and
the Patent Office Professional Association
Regarding the Implementation of Certain Initiatives Announced by the
Under Secretary of Commerce for Intellectual Property and
Director of the United States Patent and Trademark Office
on October 10, 2000

The Partnership Council of the United States Patent and Trademark Office, which consists of USPTO management officials and officials of each of the three labor organizations representing USPTO employees, unanimously endorses the initiatives announced on October 10, 2000 as set forth in the attached documents. These initiatives provide flexibility for employees while protecting the interests of our customers and the American public. We encourage all employees to continue the celebration of our new status as a Performance-Based Organization and to work hard to fulfill the mission of the agency.

These initiatives supersede portions of any agreements, memoranda of understanding or practices to the extent that any such portion is more restrictive than the initiatives set forth in the attached documents. If any portion of an agreement, memorandum or practice provides additional flexibility for employees, that portion of the previous agreement, memorandum or practice will remain in force.

Signatures

Nicholas P. Godici
Commissioner for Patents

Date

Melvin T. White
President, NTEU Chapter 243

Date

Anne H. Chasser
Commissioner for Trademarks

Date

Howard Friedman
President, NTEU Chapter 245

Date

Clarence C. Crawford
Chief Financial Officer

Date

Ronald J. Stern
President, POPA

Date