

**MEMORANDUM OF UNDERSTANDING
BETWEEN
THE U.S. DEPARTMENT OF COMMERCE
UNITED STATES & FOREIGN COMMERCIAL SERVICE
AND THE
AMERICAN FOREIGN SERVICE ASSOCIATION**

The Parties to this Memorandum of Understanding, herein referred to as “MOU”, the American Foreign Service Association, herein after referred to as “AFSA”, and the U.S. Department of Commerce’s U.S. & Foreign Commercial Service, herein referred to as “AGENCY” or “US&FCS”, jointly referred herein as the Parties, enter into this MOU for the purpose of settling the petition to clarify the bargaining unit filed by AFSA with the Foreign Service Labor Relations Board (FSLRB) (Case No. WA-RP-24-0038).

1. After examining the actual duties performed by the Foreign Service incumbents of the Deputy Assistant Secretary and Executive Director positions, the Parties agree that these positions are part of AFSA’s bargaining unit. The Parties also agree that the Deputy Director General and the Career Development Officer positions are excluded from AFSA’s bargaining unit.
2. Should the duties of any of these positions materially change in such a way to cause one or both Parties to question the bargaining unit status of the incumbents, the Parties agree to confer in good faith to discuss the change in duties and attempt to resolve the bargaining unit issue prior to either Party filing a petition for clarification with the FSLRB.
3. Within two business days of signing this MOU, the Agency agrees to issue a notice to the field advising that the Parties have settled Case No. WA-RP-24-0038 and that all Foreign Service positions, with the exception of the Deputy Director General and the Career Development Officer positions, are part of the bargaining unit represented by AFSA.
4. Within two business days of such notice to the field, AFSA will notify the FSLRB that it is withdrawing its petition to clarify the bargaining unit in Case No. WA-RP-24-0038.

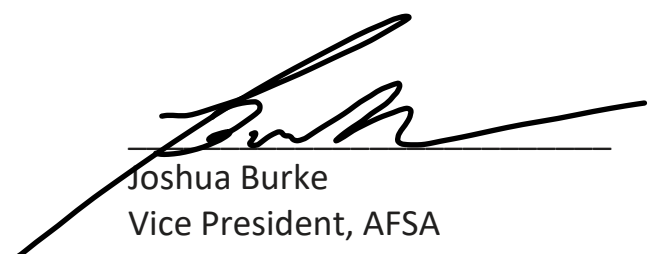
PARTIES TO THE MOU:

For the Agency:

Arun Venkataraman
Assistant Secretary of Global Markets &
Director General of the United States &
Foreign Commercial Service

Date

For the Union:



Joshua Burke
Vice President, AFSA

08/19/2024
Date