

**Memorandum of Understanding**  
between the  
**Naval Undersea Warfare Center, Division Newport (NUWCDIVNPT)**  
and the  
**Federal Union of Scientists and Engineers (FUSE / NAGE R1-144)**  
on the matter of  
**FUSE Grievance Meetings**

1. All meetings held in association with the FUSE negotiated grievance procedure (except first step and arbitration hearings) shall be held in accordance with the following :

- a. Unless agreed otherwise, attendees shall consist of no more than the following:
  - 1. The grievant
  - 2. A FUSE representative
  - 3. The NUWC management official hearing the grievance
  - 4. A Personnel / Human Resources Office representative

b. Management shall notify FUSE at least two work days in advance of the meeting with the date, time, place, management attendees, and a brief description of management's intentions at the meeting.

c. Management shall not initiate disciplinary / corrective measures of any kind (oral or written) at such meetings which have not already been proposed or prescribed by management initially or during the grievance process. The only exception is if management replaces the originally proposed / prescribed disciplinary action with a lesser penalty as set forth in the NUWC Disciplinary Action Policy and Procedures Instruction.

2. Nothing in this agreement shall affect or change the FUSE / NUWC Negotiated Grievance Procedure (dated 2/6/86) in any manner whatsoever, except to modify the Step 2 through Step 4 grievance meeting rules / procedures as specified above.

NUWCDIVNPT  
Michael J. Miller, Chief Negotiator

FUSE  
Dale W. Dandrea, President

\_\_\_\_\_ date \_\_\_\_\_

\_\_\_\_\_ date \_\_\_\_\_