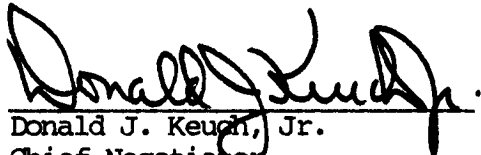


APPROVAL BY NEGOTIATING TEAM

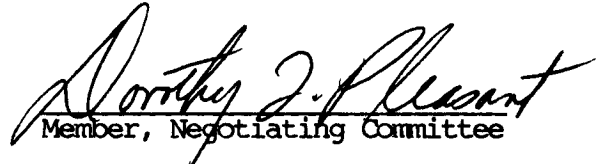
  
Donald J. Keugh, Jr.  
Chief Negotiator


  
David Dalton  
Chief Negotiator

  
Patricia M. Jameson  
Member, Negotiating Committee

  
Eugene D. Jackson  
Member, Negotiating Committee

  
Thomas A. Thigpen  
Member, Negotiating Committee

  
Dorothy J. Pleasant  
Member, Negotiating Committee

  
Carole W. Wilson  
Member, Negotiating Committee

  
James R. Harrell  
Member, Negotiating Committee


  
Albert M. Miller  
Member, Negotiating Committee

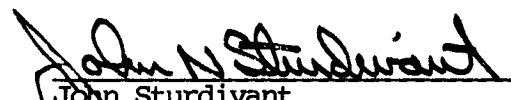
  
Barbara Davidson  
Member, Negotiating Committee

  
Matthew Raphael  
Technical Representative

FOR MANAGEMENT:

FOR THE UNION:

  
Claire E. Freeman  
Assistant Secretary for Administration  
U.S. Department of Housing and  
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John N. Sturdivant  
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Government Employees,  
AFL-CIO

Date Signed: April 24, 1990

Effective Date: June 11, 1990