

**CONSULTATIVE AGREEMENT BETWEEN THE MINNESOTA FARM
SERVICE AGENCY (FSA) AND THE MINNESOTA ASSOCIATION
OF CREDIT SPECIALIST (MACS).**

SECTION I GENERAL PROVISIONS

I. PURPOSE

The purpose of this agreement is to recognize the MACS as an organization representing Federal field employees in Minnesota. These guidelines evidence our belief that a cooperative relationship between the State Office and the State Association strengthens Minnesota FSA. They are based on the premises that mutual avenues of communication and consultation, and that the members of the Association are part of the FSA management team. It is not the intent of this Association to become or act in the capacity of a union.

II. JOINT RESPONSIBILITIES

The parties to this agreement pledge themselves to conduct all consultations objectively and in good faith to the purpose of fair and equitable solutions. They will make every effort to reach agreement on all matters within a reasonable period of time.

SECTION 2 OFFICIAL TIME AND USE OF FACILITIES

III. ANNUAL MEETINGS

Minnesota FSA and MACS agree to hold an annual consultative meeting in January or at the discretion of the SED. MACS attendees will include the MACS Executive Committee, which shall consist of the President, Vice President, Secretary, Treasurer, NACS/NASE State Contact and past President. Official time, travel, and per diem is authorized for this consultative meeting.

IV. AGENCY SPONSORED MEETINGS

Official time, travel, and per diem is approved for any meeting authorized by the agency. MACS may request meetings as needed, and if the SED concurs the meeting is necessary for the benefit of the service, official time, travel, and per diem is authorized.

V. ZONE MEETINGS

The State President, or the President's designee, and the National Officers will be allowed one day of official time to attend the zone meeting.

Official time to attend zone meetings shall be cleared in advance through the SED or his designee.

No travel and per diem is authorized for annual zone meetings.

VI. ANNUAL NACS AND NASE CONVENTION

Two days of official time is authorized for the official state delegate(s) to attend the annual convention. NACS and NASE will review the Constitution and By-laws in regards to how many state delegates are needed to represent employees. The first two days of the annual convention shall be exclusively agency business.

Official time to attend NACS AND NASE conventions shall be cleared in advance through the SED.

No travel and per diem is authorized for the annual NACS and NASE conventions.

