

## Agreement Amending the Agreement on Cooperation and Defense Between the United States of America and Portugal, Work Regulation, signed February 12, 1997

The United States of America and the Portuguese Republic (hereafter, "the Parties") hereby agree to amend the Agreement on Cooperation and Defense between the United States of America and Portugal, Work Regulation, signed February 12, 1997 ("Work Regulation"), as follows:

Article 13 shall be deleted and replaced with the following:

### "Article 13: Annual Salary Adjustments

1. 65th ABW (65ABW) will annually review and adjust the pay rates of the Portuguese National employees.
2. Such annual review will be based on a comparison of the salary increase of the Government of Portugal civil service employees and ant the base pay increase of the U.S. DOD General Schedule civilian employees; the greater of the two in percentage terms shall be implemented for all workers covered by this Work Regulation. The obligations of the United States regarding such pay increases are subject to U.S. appropriations law governing the funding available for such increases.
3. The information referred to in the previous paragraph shall be gathered by the Commander of 65ABW and the CBA4 with the collaboration of DST.
4. A single annual increase will be applied to all workers covered by this Work Regulation. The adjustments shall be effective on July first of each year. Payment adjustments exclude the possibility of reducing wages.
5. Salary and wage changes are subject to the previous concurrence of both the Commander of 65ABW and the CBA4. CBA4 will provide a copy of the approved wage schedules to DST.
6. Should the U.S. appropriations law governing the funding available for such increases change the methodology for salary increases, this article would be reviewed."

This Agreement shall enter into force in accordance with the procedures identified in Article IX of the Agreement on Cooperation and Defense between the United States of America and Portugal and shall remain in force for the duration of the Work Regulation.

IN WITNESS WHEREOF, the undersigned, being duly authorized by their respective governments, have signed this Agreement.

DONE at Lisbon on this 11<sup>th</sup> day of July, 2009, in duplicate, in English and Portuguese languages, each being equally authentic.

FOR THE UNITED STATES OF AMERICA

FOR THE PORTUGUESE REPUBLIC

James B. Steinberg  
Deputy Secretary of State

Luis Amado  
Minister of State and Foreign Affairs