

CONTRACTING OUT

SECTION 1. APPLICABLE LAWS: The Agency agrees to abide by applicable federal laws, rules and regulations with respect to contracting activities.

SECTION 2. NOTICE AND NEGOTIATIONS: In accordance with 5 USC 7106, 7114, and 7117, when a determination has been made that the contracting out of such work has or is expected to have an adverse impact upon conditions of employment of current bargaining unit employees, the Agency will notify the Union. The Union may request negotiations which will be held in accordance with this Agreement.

SECTION 3. INFORMATION TO THE UNION: When the Agency has decided to contract out such work, it will, upon request, provide to the Union such information pertaining to the contract and the decision for which there is a particularized need, including job titles and work location of those employees who may potentially be affected.

A. Service Contract Inventory: The Agency will maintain an inventory of all in-house commercial activities performed by the Agency and will update this inventory annually. The inventory will include information on all completed cost comparisons and will be made available to the Union upon request.

B. Site visits: The Agency will notify the Union if a site visit is going to be conducted for potential bidders seeking contracts for work performed by bargaining unit employees. A Union representative may attend such a site visit.

SECTION 4. EMPLOYEE PLACEMENT: When employees are displaced by a decision to contract out, the Agency will make maximum effort to find available positions for those employees. This effort will include:

1. Giving priority consideration for available positions within the Agency;
2. Placing the employee on Priority Placement Program as per applicable regulation.

SECTION 5. MINIMIZING IMPACT: The Agency agrees that, to minimize adverse actions and reduce separations of employees affected by a contracting out decision, consideration will be given to restricting new hires. Existing vacancies shall be used to the maximum extent possible to place affected employees in continuing positions.

Agreed: Agency  Union 

Date: 9 July 15