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Article 15

Contracting Out Bargaining Unit Work

**Section 3.** Section 1. Notice to the Union

Prior to contracting out work performed by bargaining unit employees, the Agency will provide notice and, upon request, bargain with the Union to the extent required by 5 USC 71 ~~and in accordance with Article 4.~~ When notice is given, it will include information on positions and locations.

~~Section 1. Prior Notification to Union~~

~~When the Administration anticipates contracting out of work presently being performed by bargaining unit employees, regardless of how the contract is to be implemented the Union will be notified prior to the invitation for bids. The notice will include general information concerning the employees who may be affected.~~

~~Section 2. Union Requested Discussions~~

~~Following such notice, upon request from the Union, the Administration will meet with the Union to discuss the information contained in the notice.~~

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25 ~~Section 4.~~ **Section 2.** Employee Privileges and Benefits

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27 Employees' privileges and benefits will not be diminished by allowing contractors  
28 to participate in employee programs. Such privileges include, but are not limited  
29 to, health screening, health fitness programs, shuttle services, and Government-  
30 sponsored training.

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33 ~~Section 5.~~ **Section 3.** Briefings

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35 The Agency will provide a contracting out and FAIR briefing in connection with a  
36 national Union/Management meeting at least once per year. This briefing does  
37 not preclude the issue from being addressed at any subsequent national  
38 Union/Management meeting.