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**Article 1**

**Governing Laws, Regulations and Existing Conditions of Employment**

**Section 1. Relationships to Laws and Government-Wide Rules and Regulations**

In the administration of all matters covered by this agreement, officials and employees shall be governed by existing or future laws and existing government-wide rules and regulations, as defined in 5 U.S.C. 71, and by subsequently enacted government-wide rules and regulations implementing 5 U.S.C. 2302.

**Section 2. Agreements, Past Practices and Existing Conditions of Employment**

~~In order to change any conditions of employment that were in effect on the effective date of this Agreement and that are not covered by this Agreement, the Agency shall provide notice and, upon request, bargain with the Union to the extent required by law and in accordance with Article 4 of this Agreement.~~

**It is agreed that any prior benefits and practices, memoranda of understanding, LOU's, other agreements and understandings which were in effect on April 5, 2004, or were established thereafter, at any level (national, Council, regional and local) and which are not specifically covered by this agreement and do not detract from it shall not be changed except in accordance with 5 USC 71.**

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22 **~~Section 3. Other Agreements~~**

23 ~~In order to change any Memoranda of Understanding, Supplemental Agreements~~  
24 ~~or any other written agreements between the Parties that were in effect on the~~  
25 ~~effective date of this Agreement and that are not covered by this Agreement, the~~  
26 ~~Agency shall provide notice and, upon request, bargain with the Union to the~~  
27 ~~extent required by law and in accordance with Article 4 of this Agreement.~~