

1 **Article 36**

2
3 **Research Programs and Demonstration Projects**

4
5
6 **Section 1. Definitions**

7
8 For the purpose of this agreement, the following definitions apply (~~in accordance~~
9 ~~with 5 USC 47~~):

10
11 "Research program" means a planned study of the manner in which public
12 management **or mission-related** policies and systems are operating, the effects
13 of those policies and systems, the possibilities for change, and comparisons
14 among policies and systems.

15
16 "Demonstration project" means a project conducted by the Office of Personnel
17 Management, or under its supervision, **or by SSA**, to determine whether a
18 specified change in personnel management **or mission-related** policies or
19 procedures would result in improved Federal personnel management **or**
20 **accomplishment of the Agency's mission.**

21
22
23 **Section 2. Notification to Union**

24

25 The Administration will notify the Union of any inquiry from a higher level
26 authority concerning a research program or demonstration project which is
27 applicable to, **or has any effect on**, bargaining unit employees. Such
28 notification will be at an early enough date so as to ensure that the Union's input
29 is considered before making a decision. The Administration will provide the
30 Union with copies, without cost, of all documents relating to such an inquiry.

31

32

33 **Section 3. Negotiation**

34

35 ~~In accordance with the Civil Service Reform Act, t~~**The Union shall will** have the
36 right to negotiate on research programs and demonstration projects ~~after~~ **before**
37 any agreement **or implementation plan** ~~between the Administration and the~~
38 ~~Office of Personnel Management with regard to such projects~~ is finalized.

39

40

41 **Section 4. Evaluation**

42

43 After implementation of the program, the Union will be kept informed of the
44 progress on a continuing basis. Any official evaluation reports shall reflect the
45 Union's position. If the position of the Union is different from the Administration's,
46 the Administration shall attach a copy of the Union's position.

47

48

49 **Section 5. Access to Data**

50

51 The parties agree that the Union shall be given access to data which is
52 maintained by the Administration.

53

54

55 **Section 6. Waivers**

56

57 Any research or demonstration project shall be consistent with and may not
58 amend or waive any provision of this agreement, except by mutual written
59 consent of the parties.

60