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**Article 41**

**TECHNOLOGY**

**In the interests of expeditiously taking advantage of improvements in technology that enable the agency to better serve the public and of meeting the requirements of Federal law concerning use of technology in Government, the parties agree that the agency will advise the union of improvements in technology that it is implementing.**

**In implementing technological improvements the agency will:**

- Accommodate needs of affected employees with disabilities consistent with law;**
- Provide the training and training materials, it determines to be appropriate, to affected employees;**
- Consider work schedules, approved leave, and other matters affecting employees' ability to attend training, when scheduling training; and**
- Take into account relevant factors beyond the control of affected employees in assessing performance and making award determinations.**