

ARTICLE 66

A-76 STUDIES

SECTION 1

The Employer will notify the Union prior to review of an activity pursuant to OMB Circular A-76. This notification will be as much in advance as reasonably possible, but in no event will it be fewer than three workdays prior to notification to the employees.

The notification will, at a minimum, identify the function to be studied, the corresponding positions, impacted employees, location of impacted employees, and projected timeframes for the conduct of the study.

SECTION 2

The Union will be afforded the opportunity to appoint a bargaining unit employee subject matter expert to serve on teams regarding Performance Work Statement (PWS) and Most Efficient Organizations (MEO). In order to qualify and serve on Performance Work Statement (PWS) and Most Efficient Organizations (MEO) teams, the appointed employee must meet the technical or functional qualifications established by the Agency.

SECTION 3

At no time can employees serving on one team, PWS or MEO, serve on the other.

SECTION 4

Pursuant to OMB Circular A-76, any bargaining unit employee has the right to elect not to participate in the study as a team member at any time, regardless of whether appointed by NTEU or assigned by the Agency. This should not be interpreted to mean that employees may decline to furnish information concerning their duties and responsibilities or other factual matters related to their employment to the A-76 study contractor in connection with the studies.

SECTION 5

To the maximum extent possible, the Agency agrees to hold "town hall" meetings concerning the A-76 studies for affected personnel, including bargaining unit employees. These meetings may be held by video teleconference or teleconference when necessary. NTEU will be provided thirty (30) minutes at the end of each

meeting to meet separately with bargaining unit employees. In addition, the Agency may provide a website on which employee questions about the studies and the agency's answers to those questions could be posted.

SECTION 6

NTEU reserves the right to negotiate unresolved issues that may arise at a later date. Furthermore, NTEU reserves any appeal or protest rights it may have under law, rule, or regulation in connection with the results of any Agency A-76 studies.

SECTION 7

This Article only covers the information to be provided to the Union prior to the study, the Union's participation in the MEO/PWS process, and town hall meetings. It does not cover any other impact or implementation issues that may arise when the Agency conducts a study (including but not limited to, use of official time, how interviews may be conducted, administrative time for impacted employees, etc.). This Article does not address any matters not expressly covered herein. It similarly does not cover any changes after a study is completed and the Union reserves all bargaining rights related to those changes.