

ARTICLE 2

Precedence and Effect

Section 1 Relationship to Laws and Government-Wide Rules and Regulations

In the administration of all matters covered by this Agreement, the parties are governed by the following: existing or future laws; government-wide rules and regulations in effect upon the effective date of this Agreement, as defined in 5 U.S.C. 71; and by government-wide rules and regulations issued after the effective date of this agreement that do not conflict with this Agreement. **Effective November 6, 2022:** Consistent with 5 U.S.C. 7116(a)(7), where the terms of this Agreement conflict with any rule or regulation (other than a rule or regulation implementing 5 U.S.C. 2302) issued after the effective date of this Agreement, the terms of this Agreement shall be controlling and shall not be subject to mid-term negotiations.

Section 2 Effect of this Agreement

- A. In order to change any conditions of employment, working conditions, and past practices that were in effect on the effective date of this Agreement, and that are not covered by this Agreement, the Agency will provide notice and, upon request, bargain with the Union to the extent required by law.
- B. In order to change any Memoranda of Understanding, Letters of Understanding, Supplemental Agreements, Settlement Agreements or any other written agreements between the Parties 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.

This Agreement supersedes all prior collective bargaining agreements.