

**ARTICLE 34**  
**Duration and Termination**  
**Effective November 6, 2022**

**Section 1 General**

This Agreement shall become effective following ratification by the Union and approval by the Agency pursuant to 5 U. S. C. 7114. Renegotiated Articles 2, 10, 15, 24, 28, 33, and 34 subject to the ground rules dated January 7, 2022 will be implemented and become effective Articles within this Agreement per the provisions of those ground rules, and will remain in effect subject to Section 2, below. The remainder of this Agreement went into effect on November 10, 2019 and remains in effect subject to Section 2, below.

**Section 2 Duration**

This Agreement shall remain in effect for a period of seven (7) years from the implementation date of the re-negotiated Articles pursuant to Section 1, and automatically renew itself from year to year thereafter. However, either Party may give written or electronic notice of its intent to add, amend, reopen, modify, or terminate existing Articles of the Agreement at least ninety (90) calendar days, but not more than one hundred twenty (120) calendar days prior to the expiration date. Such notice must be accompanied by a list of the Articles that either Party intends to add, amend, reopen, modify, or terminate. Ground Rules Negotiations will be conducted in accordance with Article 33.

**Section 3 Declaration of Invalid Provisions**

In the event that any provisions of this Agreement shall at any time be found or declared to be invalid by a court of competent jurisdiction, or through any government regulation or decree, such decision shall not invalidate the entire Agreement, since it is the expressed intention of the parties that all provisions not found or declared to be invalid shall be in full force and effect for the duration of this Agreement.

### **Article 34 Sidebar: Official Time Reopener**

The Parties agree to incorporate paragraphs 1, 2, 3, and 4 of the Official Time MOU dated September 28, 2021, into this Agreement by modifying the identified Sections accordingly in Article 8 of the Agreement. Further, the Agency shall not enforce the following sentence in Article 8 Section 4.C., "Union time will not be authorized for any union sponsored training, meeting, or conference held at a casino hotel, spa resort/hotel, or any other type of resort." This sidebar terminates paragraph 5 of the Official Time MOU dated September 28, 2021, and resolves NTEU's demand to bargain dated August 29, 2022.