

ARTICLE 53
DURATION AND DISTRIBUTION OF THE AGREEMENT

Section 53.01 - Duration. The terms of this Agreement shall remain in effect for three (3) years from the effective date. The provisions of this Agreement shall continue in full force and effect until a new Agreement goes into effect. This Agreement supersedes the previous Agreement (1998) and all Supplements to it (National, Regional, and Local), and all other written Agreements or memoranda of understanding and conflicting past practices, between the parties.

Section 53.02 - Severability. If any provision of this Agreement is invalidated by existing or subsequent laws, decisions of the FLRA, the Comptroller General or Courts of competent jurisdiction, such provision shall be renegotiated for the purpose of an adequate replacement. All other provisions of the Agreement shall remain in full force and effect.

Section 53.03 - Renegotiations.

(1) If either party desires to renegotiate this Agreement, it shall furnish written notice to the other party not less than sixty (60) days but not more than ninety (90) days prior to the expiration date of this Agreement.

(2) In the event notice is given by either party, the parties shall begin ground rules negotiations within thirty (30) days from receipt of that notice. This time frame may be extended by mutual agreement.

Section 53.04 - Renewal. If neither party requests to renegotiate this Agreement within the time frames ascribed in Section 53.03, the Agreement shall be renewed for #one (1) year periods.

Section 53.05 - Reopening Clause. During the term of this agreement, either party may propose negotiations to re-open, amend, or modify this Agreement. Such negotiations may only be conducted by mutual agreement of the parties, and in accordance with Article 49 Midterm Bargaining provisions.

Section 53.06 - Amendments. Any amendments to this Agreement shall become a part of this Agreement and subject to expiration on the same date as this Agreement.

Section 53.07 - Distribution.

(1) **Employees.** Management shall distribute an electronic copy of this Agreement and all supplements to each employee by the effective date, along with a statement of where to locate the Agreement and Supplements on the HUD website. New Employees shall be provided a copy within ten (10) days of employment.

(2) **Union.** Management shall provide the Union with five-hundred (500) printed and bound copies of the Agreement and all supplements, to meet its needs, e.g., orientation. Management agrees to provide additional copies upon request.

Section 53.08 - Publication. The expenses for publishing and distributing this Agreement shall be paid by the Department. The Parties shall edit and format the document. Within fifteen (15) days of the conclusion of negotiations, the Union shall be provided with a copy of the Agreement using the latest Departmental standard technology and software.

Section 53.09 - Effective Date. This Agreement shall take effect in accordance with the Labor-Management Relations Statute, Section 7114.