

New Article 49

Old Article 38

Reduction In Force (RIF)

### 38.1 Advance Notification of RIF

If the NRC decides to initiate a RIF, it shall notify the NTEU of the proposed RIF as far in advance as possible to provide the NTEU an opportunity to suggest alternatives to the RIF.

### 38.2 Follow-up Notification

If the NRC still intends to initiate a RIF, the NRC will provide a written notice to the NTEU informing them of the NRC's intention. This notice shall contain the following: the proposed effective date(s), competitive level(s), area(s), position(s), the names of the affected employee(s), and the reasons for the RIF.

### 38.3 Impact and Implementation Bargaining

Upon receipt of the notice, and in accordance with Article 49, the NTEU may submit proposals for bargaining over any substantive issues as well as the impact and implementation of the RIF, to the extent permitted by law.

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