

Voluntary Leave Bank Program

A Multi-Party Agreement between The National Treasury Employees Union, Chapter 243, The National Treasury Employees Union, Chapter 245, The Patent Office Professional Association, and The United States Patent and Trademark Office

November 1, 2017

Preamble: This agreement, between The National Treasury Employees Union, Chapter 243 (NTEU 243), The National Treasury Employees Union, Chapter 245 (NTEU 245), The Patent Office Professional Association (POPA), and The United States Patent and Trademark Office (USPTO) (collectively identified as Parties), concerns the implementation of the Voluntary Leave Program (Program) at the USPTO. The Program is established by the Voluntary Leave Program Policy, OHR-202-05-13 (Policy).

1-Collaboration: The Program is subject to periodic review to maintain its effectiveness in meeting the requirements of the Program and the needs of the USPTO. The Policy for this Program has been developed collaboratively by the Parties. Any party may request a meeting to discuss issues surrounding the Program and the Parties commit to meeting as quickly as possible to discuss these issues. The goal of the Parties will be to resolve all issues collaboratively and to amend the Policy or this agreement to reflect agreed upon changes. Agreed upon changes will be implemented.

2-Effective Date and Implementation: This agreement becomes effective once the Parties have signed it. The Program will be implemented with respect to the bargaining unit members of NTEU 243, NTEU 245 and POPA pursuant to the terms of the Policy.

3-Notice and Bargaining Obligations: NTEU 243, NTEU 245 and POPA acknowledge that the USPTO has met its obligation to provide notice and an opportunity to negotiate over the implementation of the Program.

4-Revision Process: The Parties agree first to attempt to resolve all issues collaboratively as set out in Paragraph 1 above. If the issue(s) is not resolved through collaboration, any party may request bargaining over the Program. The unions, NTEU 243, NTEU 245 and POPA, will be offered an opportunity to participate in joint bargaining, but may only do so if all three unions elect to do so. Alternatively, the unions may elect not to participate in bargaining, or to have separate negotiations with the USPTO. The USPTO will negotiate to the extent required by law. The USPTO will not refuse to bargain over a union proposed change on the basis that the proposed change is "covered by" the Program or this agreement.

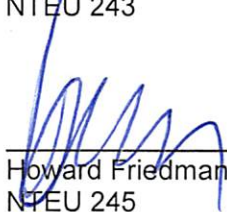
Duration and Expiration: This agreement will expire the beginning of the next fiscal year, October 1, 2018 to allow assessment of the initial donor and recipient processes. At that time, the USPTO will continue to operate the Program as it is currently operated. Any party may request negotiations over the topic of the Program pursuant to term or midterm bargaining, and the Parties will bargain to the extent required by law.

Signatures:



Harold Ross, President
NTEU 243

Date: 11/1/17



Howard Friedman, President
NTEU 245

Date: 11/1/2017



Pamela Schwartz, President
POPA

Date: 11/1/17



Frederick Steckler, Chief Administrative Officer
USPTO

Date: 11/1/2017