

**POPA Employee Meeting
Collective Bargaining Agreement (CBA)**

- 1. Introduction**
- 2. What constitutes the CBA?**
- 3. Duration/reopener**
- 4. Articles**
- 5. Ratify or not?**
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1. Introduction

CBA Negotiations

Collective Bargaining Agreement (CBA)

10/10/2024

The following documents cover the proposed Collective Bargaining Agreement (CBA). The CBA is in draft form as all of the corrections have not been completed yet (such as typos and grammatical errors):

- **Draft CBA**

 - Memoranda of Understanding

 - Awards
 - Computer Outage Downtime
 - Promotions to a Non-supervisory GS-15 Patent Examiner Position, Acquisition of New Space and Building Access

- **Agreements being conveyed with the CBA**

Recent Newsfeed Posts



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Upcoming CBA Ratification

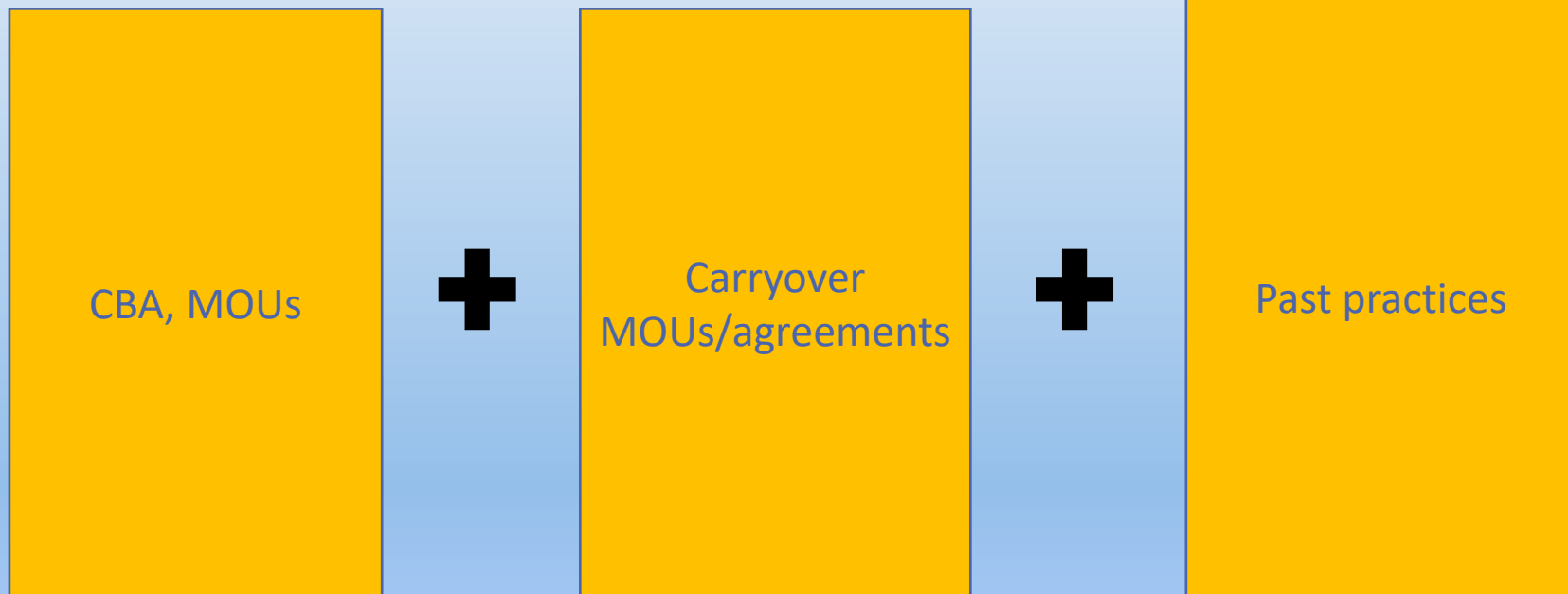


General Election



Federal
Workers
Alliance
letter

2. What constitutes the CBA?



3. Duration/Reopener

A. Duration of CBA

B. Reopener

C. MOUs

4. Articles

	New Number	Article
Rights	1	Article 1 Parties, Recognition, and Representation
	2	Article 2 Precedence of Law, Regulation and Other Matters
	3	Article 3 Definitions
	4	Article 4/5 Management Rights and Obligations
	5	Article 6 Employee Rights
	6	Article 7 Employee Obligations
	7	Article 8 Association Rights and Obligations
Labor	8	Article F Lab./Man. Comm., JLM, and Health and Safety Comms
	9	Article 9 Official Time
	10	Article 10 Association Facilities
	11	Article 11 Dues Withholding
	12	Article 23 Earnings and Leave Statement
Grieve/Arb	13	Article 12 Grievance
	14	Article 13 Arbitration
	15	Article D Equal Employment Opportunity
Bargaining, PDI	16	Article 14 Mid-Term Bargaining
	17	Article 16 Automation
	18	Article H New Hires
Leave & work schedules	19	Article 24 Work Schedules
	20	Article 25 Overtime
	21	Article 26 Compensatory Time
	22	Article 27 Regular Credit Hours
	23	Article 28 Annual Leave
	24	Article 29 Sick Leave
	25	Article 30 Maternity/Paternity Leave
	26	Article 31 Administrative Leave and Other Leave
	27	Article 32 LWOP and FMLA
Awards	28	Article P WGI
	29	Article E Awards
	30	Article O Change in Art

perf & conduct	31	Article B Adverse Actions Based on Performance
	32	Article C Performance Management
	33	Article A Disciplinary and Adverse Actions Based on Conduct
staffing	34	Article I Voluntary Intra-Agency Transfers
	35	Article 17 Competitive Staffing
	36	Article 18 Noncompetitive Promotions
	37	Article 33 Reorganization and Realignment
	38	Article 34 Reassignments
	39	Article 35 Reduction-in-Force
	40	Article K Contracting Out
training	41	Article 19 Details
	42	Article 20 Professional Training and Development
	43	Article 21 Non-Duty Hours Legal Studies
space	44	Article 22 Non-Duty Time Technical Training Program
	45	Article 36 Office Space
duration	46	Article 37 Regional Offices
	47	Article J Retirement Planning and Counselling
	48	Article G Health Services
	49	Article L Child Care Centers
	50	Article M Additional Provisions
	51	Article N Information to the Union
	52	Article 39 Reproduction and Distribution
	53	Article 40 Transition and Duration
	App.	Appendices

Midterm Bargaining (16) and Automation (17)

Midterm Bargaining

- Predecisional involvement (PDI)
- Obviates the need for formal bargaining

Automation

Codifies the current automation process

- Annual and quarterly meetings to discuss priorities
- Track 1 and 2 to designate the level of Association engagement
- Direct user input via other evaluation vehicles
- New hardware consultation with Association
- Consultation with Association on need for training
- IT notification management

Awards (29)

- MOU preserves our current awards
- Permits either party to open up negotiations within 2 months; if not, the awards will be maintained
- Note: FY 2024 gainsharing pilot (gainsharing in 2 quarter measurement periods) has ended.

Grievance & Arbitration (13-14)

- Simplifies and explains the process in more detail, more time to prepare and file grievances
- Employees may still file pro se
- Arbitration can only be invoked by the Union

Leave and Work schedules (19-27)

Work schedules

- Preserves current work schedules and part-time program
- Uniform band 4:30am-11:59pm

Leave & overtime (annual, sick, compensatory time, regular credit hours, maternity/paternity leave, LWOP and FMLA)

- Preserves current ability to request leave in multiple ways (phone, IM, email, webTA)
- New: if leave requested via phone or verbally, it must be put in writing when the employee returns to work
- Comp and credit hours – same as current programs, with ability for part timers to earn regular credit hours
- All forms of comp time in one article
- Mat/pat leave – includes description of paid parental leave

Performance & Conduct (31-33)

Process after receiving a proposed conduct action or removal updated to reflect current practice.

Performance management (i.e. performance improvement periods) MOU will be incorporated.

Training & Development (42-44)

Legal studies and technical studies reimbursement programs now in the CBA

Professional Training and Development:

- Preserves technical reading time
- Preserves 16/40 time for conferences
- Encourages the office to maintain training bank

5. To ratify or not to ratify?

6. Ratification Vote process

- Electronic voting
- Dues-paying members are eligible to vote
- Mailing October 29, 2024
- Voting window Nov. 1, 9AM ET – Nov. 14, 5PM ET
- Results announced around Nov. 16, 2024