Article 25: Employee Rights

Section 1. General

The Agency will comply with the Privacy Act of 1974. The Agency will comply with employees' rights under the United States Constitution.

Section 2. Right to Union Membership

Pursuant to 5 U.S.C. Section 7102:

"Section 7102 Employee rights

Each employee shall have the right to form, join, or assist any labor organization, or torefrain from any such activity, freely and without fear of penalty or reprisal, and each employee shall be protected in the exercise of such right. Except as otherwise providedunder this chapter, such right includes the right--

(1) *to act for a labor organization in the capacity of a representative and the right,in that capacity, to present the views of the labor organization to heads of agencies and other officials of the executive branch of the Government, the Congress, or other appropriate authorities, and*

(2) *to engage in collective bargaining with respect to conditions of employmentthrough representatives chosen by employees under this chapter."*

Employees temporarily assigned to a managerial or supervisory position or a position outside thebargaining unit may not serve as a Union representative and are temporarily outside of the bargaining unit.

Section 3. Right to Private Lives

Employees shall have the right to pursue their private lives, personal welfare and personal beliefswithout interference, coercion or discrimination by the Agency if those activities do not conflict with any applicable law, Government-wide regulations, and Agency rules, regulations, policies, directives, guidance and manuals; and if such activities do not conflict with job responsibilities. Prior to making changes to Agency rules, policies, directives, guidance and manuals which constitute negotiable changes in conditions of employment under 5 USC 7103(a)(14) the Agencywill provide notice to the Union and negotiate per the Mid Term Negotiations Article of this Agreement (Article 18).