

ARTICLE III
RIGHTS AND OBLIGATIONS OF EMPLOYEES

1. SECTION 1. Nothing in this Agreement shall require an
2. employee to become or remain a dues paying member of the
3. Union or to pay any dues money to the Union except pursuant
4. to a voluntary, written authorization by a member for the
5. payment of dues through payroll deductions.

6. SECTION 2. Each employee has the right, freely and without
7. fear of penalty or reprisal, to form, join, and assist the
8. Union, or to refrain from any such activity, and each
9. employee shall be protected in the exercise of these
10. rights. However, activities performed by any employee
11. relating to the internal business of the Union (including
12. the solicitation of membership, elections of Union
13. officials, and/or collection of dues) shall be performed
14. during the time the employee is in a non-duty status.

15. SECTION 3. Employees are entitled to fair and equitable
16. treatment consistent with Merit System Principles in matters
17. affecting their employment.

18. SECTION 4. Each employee is entitled to know who their
19. immediate supervisor is and will have reasonable access to
20. the supervisor during normal duty hours. In the event an
21. employee receives work instructions which conflict with
22. direction issued by the employee's immediate supervisor, the
23. employee may request clarification from their supervisor if
24. readily available. If the supervisor or their alternate is
25. not readily available, the employee will follow the
26. instructions given by the official of the Employer and
27. provide the supervisor an explanation at the first
28. opportunity.

29. SECTION 5. In accordance with current governing
30. regulations, Unit employees will not be held pecuniarily
31. liable for government property except where the loss, damage
32. or destruction of such property is the result of negligence
33. or willful misconduct on the part of the employee as
34. determined by a Report of Survey or other appropriate
35. administrative process.

36. SECTION 6. Employees are to: (A) actively participate in
37. and promote programs designed to improve work performance,
38. methods, and conditions; (B) conscientiously perform
39. assigned duties; (C) comply with applicable standards of
40. conduct; (D) cooperate and strive to maintain good working
41. relations with their supervisors and fellow employees; (E)
42. be courteous and (F) recognize the need to participate in
43. continuing education programs in order to keep abreast of
44. changes.

45. SECTION 7. Employees will not engage in or become involved
46. in any private business or profit-making endeavor on
47. official duty time or by using Government facilities or
48. equipment. The Union and Employer will take steps to insure
49. all parties to this Agreement are informed of these
50. provisions.

51. SECTION 8. No employee shall be precluded from exercising
52. any right granted by law, Executive Order, or appropriate
53. regulation except in the limitations concerning grievances
54. and arbitrations established in this Agreement.