

**ARTICLE XXIII
REDUCTION-IN-FORCE**

1. SECTION 1. All reductions-in-force will be carried out in
2. compliance with applicable laws, rules, regulations, this
3. Article, and negotiated reduction-in-force procedures.

4. SECTION 2. A reduction-in-force (RIF) occurs when an
5. employee is released from his competitive level by
6. separation, demotion, furlough for more than 30 days, or
7. reassignment requiring displacement, when the release is
8. required because of lack of work, shortage of funds,
9. reorganization, reclassification due to change in duties or
10. the exercise of reemployment or restoration rights.

11. SECTION 3. If an employee receives a reduction-in-force
12. notice, they and/or their designated Union Representative
13. may review the retention register for their competitive
14. level and the retention register(s) for any other
15. competitive level(s) involved in the displacement action.
16. The employee and/or their representative may also review the
17. retention registers for competitive levels into which the
18. employees believe they may bump or retreat. Relevant
19. records will be made available at the Civilian Personnel
20. Office.

21. SECTION 4. The Civilian Personnel Office will notify the
22. Union of a reduction-in-force (RIF) involving bargaining
23. unit employees prior to notifying the affected employees.
24. Such notification will include the reason(s) for the RIF;
25. the estimated number of bargaining unit employees involved;
26. and the anticipated effective date. In furtherance of the
27. parties' mutual goal to minimize the negative impact of RIF
28. on employees, necessary reductions-in-force will be
29. administered in keeping with applicable provisions of the
30. "Impact and Implementation - RIF" procedures previously
31. negotiated by the parties as representing appropriate
32. arrangements for employees adversely affected by RIF. These
33. RIF provisions may be altered or updated at the Union's
34. request at the time of notification mentioned above. While
35. a reduction-in-force is in progress, the Union President or
36. his designee may inquire periodically concerning the status
37. of events and may receive relevant available information
38. applicable to involved unit employees.