

**ARTICLE XXVII
CONTRACTING OUT**

1. SECTION 1. The Employer agrees to exercise its rights to
2. make determinations with respect to awarding contracts for
3. the performance of Bargaining Unit work in accordance with
4. governing law, rule and regulation.

5. SECTION 2. Personnel actions involving employees directly
6. affected by contracting out actions will be taken in
7. accordance with Reduction-In-Force (RIF) or other
8. appropriate procedures. In instances where employees are
9. separated under RIF procedures, the Employer will address to
10. the Contractor any complaints by affected employees of
11. failure to receive Right of First Refusal.