

Article 21
CONTRACTING AND SUB-CONTRACTING

The Employer reserves the right, subject to Civil Service Rules and Regulations, to contract out or sub-contract any work it deems necessary or desirable and/or as required by law.

Whenever contracting out or sub-contracting will result in substantial adverse impact upon Bargaining Unit employees, the Employer will inform the Union and will meet under the Civil Service Rules and Regulations upon the resulting impact of such decision on employees, its remedy or modification.

Nothing in this Article shall prohibit the Employer from continuing and/or renewing current contracting and sub-contracting arrangements, and from contracting or sub-contracting with different parties for the same or similar services.

Nothing in this Agreement shall be construed to prohibit or limit the Employer in the use of contractual services in accordance with Civil Service Rules and Regulations; rather, this Article is a commitment for the Departmental Employer to provide the Union with notice of impending use of contractual services, to provide reasonable Meet and Confer rights in such circumstances, and to make reasonable efforts, not involving a delay in implementation, to reduce or otherwise modify the impact of such contractual services on existing Bargaining Unit employees.

The Employer's notice to the Union of impending use of contractual services shall consist of a copy of the request made to Civil Service and shall include such matters as:

- a. The nature of the work to be performed or the service to be provided.
- b. The proposed duration and cost of such sub-contracting.
- c. The rationale for such sub-contracting.

In case of preauthorized contractual services, c. above need not be provided; however, the Employer agrees to meet with the Union, upon request, should the Union have questions concerning the information provided.