

**Article 33**  
**INTEGRITY OF THE BARGAINING UNIT**

The Employer recognizes that the integrity of the bargaining unit is of significant concern to the employees and the Union. Bargaining unit work shall, except as provided below, be performed by bargaining unit employees. The Employer shall not assign bargaining unit work to employees outside of the bargaining unit except in the case of emergency, temporary work relief or to the extent that such work is a part of their duties as provided in the Civil Service class specifications or to the extent that such assignment is a matter of customary practice. In no event shall such assignments be made for the purpose of reducing or eroding the Scientific and Engineering bargaining unit.