

Article __: Duration

Section 1. General

A. This CBA shall remain in full force and effect for four years from the effective date of this Agreement. This Agreement may be extended in one (1) year increments thereafter by mutual agreement of the Parties.

B. If either Party desires to renegotiate this Agreement upon expiration, it will notify the other Party in writing between 30 and 60 days prior to the expiration date of the Agreement. The written notice may be accompanied by proposed ground rules.

Section 2. Mid-Term Reopener

A. Either party may serve the other party with written notice between March 1, 2026, and March 31, 2026, of its desire to reopen this CBA.

B. The Parties may reopen no more than three (3) existing Articles each, for a potential total of six (6) Articles if each party chooses to reopen three (3).

C. If this provision is exercised, negotiations will commence within thirty (30) calendar days after such notice or as may be otherwise mutually agreed upon by the parties and will follow the ground rules in this CBA's Midterm Article.

Section 3. Distribution and Publication of this CBA

A. The Agency will ensure that the CBA is placed on the Agency intranet site pursuant to the Union Rights article of the Parties' CBA. The Parties understand a reasonable amount of time will be needed for the Agency to ensure the agreement is administratively compliant (e.g., 508 compliance, formatting) before its publication.

B. All superseded CBAs will be removed or clearly marked as superseded. The Union will note to the Agency when any superseded agreements are discovered, including their locations.

FOR ESC:

FOR EPA: