

**NEW ARTICLE 31 Ethics and Outside Employment**

**Section 1.**

It is the intent of the parties to have and maintain the highest ethical standards for employees.

**Section 2.**

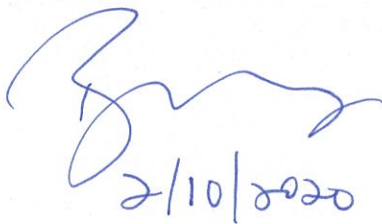
Employees may be required to take ethics training.

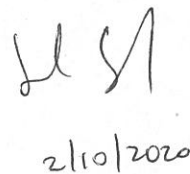
**Section 3.**

Ethics opinions shall be based on relevant and applicable laws and the facts provided by employees seeking such advice and counsel.

**Section 4.**

Employees are required to request approval for certain outside employment or activities, consistent with federal government ethics regulations. Employees must submit a written request to the appropriate Deputy Ethics Official (DEO) and obtain their approval of such outside employment or activity prior to engaging in it. The request for outside employment must address the criteria contained in 5 CFR 6401.103(b) and must be submitted within sufficient time to provide for adequate review.

  
2/10/2020

  
2/10/2020