

New Master Agreement Changes

Changes in Article reference numbers not noted; change from management to the Department not noted

1997 Article	Changes in new Master Agreement
1	<ul style="list-style-type: none"> • Rolled over – sections 1, 2, 4 • Section 3 a – new language at end – “The Department will not assist or sponsor...” • Section 3b – cite to 5 USC added. Example of formal discussion added (“between one or more representatives..”). • Section 3 c – new language • Sections 5, 6, 7 – new language
2	Completely rolled over
3	<ul style="list-style-type: none"> • Renamed Labor management collaboration • Sections 1, 2 – new language • Section 3 – Rewrite of Section 1 in 1997. Covers changes in the EO • Section 4 – Change from Section 2 in 1997. Eliminate A, B, D, F, G, H, I in 1997, renumber other principles • Section 5 – rolled over from section 3 in 1997 • Section 6 – some wording change from section 4– 1997 “the best interests of both parties are served by continual and joint L/M training” new – “the parties may determine the need for, and identify, joint training.” • Section 7 – renamed Use of time from duty status from section 5. • First sentence of 1997 Section 5 eliminated and replaced with New Agreement Sections 7A and 7B. • Remaining sentence moved to Section 7C. Language added at end “Once an individual has been” • Section 8 – renumbered from section 6 – some rewording, but no essential change.
4	<ul style="list-style-type: none"> • Section 3C changed from 1997 agreement – participants in joint labor management relations training will be on duty time, labor instructors on official time not counted against any official time otherwise allocated in the contract. • Section 5 – Charter of Joint Training Committee added
5	Rolled over

6	<ul style="list-style-type: none"> • Section 1 – rolled over • Section 2 – A, B and D rolled over. Section 2C language changed to read “ADR may be used in the context of L/M cooperation.” • Section 3 – Section 3B added, other sections renumbered. Section 3F added. • Section 4E added • Section 5 added
7	<ul style="list-style-type: none"> • Retitled quality programs and quality program(s) substituted for Total Quality Improvement (TQI) throughout article • Section 1B – NVAC is the exclusive bargaining rep for not only implementing, but also (new) maintaining and improving quality programs • Section 2A, B and D rolled over. • Section 2C changed to reflect duty time for non-representational activities and official time not counted against any other official time allocated in the contract. • Section 2E removes reference to JCAHO. • Section 3 uses VA Quality Council Charter for Quality Programs. References to duty time changed to official time not counted against any other official time allocated in the contract.
8	<ul style="list-style-type: none"> • Essentially rolled over. Some minor changes to Section 2C • Section 3 D added in final version, with duty time for non-representational activities, and official time not counted against official time otherwise allocated for representational duties.
9	<ul style="list-style-type: none"> • Section 1 rolled over, except for Section 1C, with new language on “other duties as assigned.: • Sections 2-4 rolled over
10	<ul style="list-style-type: none"> • Section A – last sentence “For employees who are subject...” new • Section B rewritten with no substantive change • Section F rewritten from “should be within the scope of licensure” to “must not exceed the scope of licensure.” • Section G – Last sentence added regarding bargaining

10	<ul style="list-style-type: none"> • Section H added, and 1997 section H renumbered Section I
11	Rolled over
12	<ul style="list-style-type: none"> • Reassignments split off into new Article 13 • Sections 1A, 1E and 1F rolled over • New language added to Section 1B, regarding documentation of details of one week or more • Section 1C new • Section 1C of 1997 renumbered 1D. Last part of Section 1D 1 (“If an employee believes he/she is qualified...”) • Section 1D 2 adds language allowing for non seniority criteria (“except where management demonstrates and determines”) Same language in Section 1D3. • Section 1D5 gives examples of seniority and states once defined, the definition will not change for the length of the agreement • Section 2A adds language at end regarding Title 38s and Hybrids (“A Title 38 Hybrid Title 38 employee...”) • Section 2B limited to Title 5 (Heading of Section 2 changed) • Sections 3 and 4 rolled over • Sections 5-8 moved. Section 9 renumbered Section 5 • Section 5 renamed Assignments of Duties for Medical Reasons from Details for Medical Reasons. • In Section 5A, when dealing with Federal medical officers, the request may be reviewed also for “medical sufficiency.” • Section 5A – with regard to temporary assignments, change from 1997 “to the extent feasible” to new contract “to the extent it is operationally feasible.” • Section 5 B added • Sections 11 and 12 of the 1997 agreement rolled over to Sections 6 and 7 of the new agreement
(13)	<ul style="list-style-type: none"> • Article 13 of new agreement – Reassignments, shift changes and relocations

(13)	<ul style="list-style-type: none"> • Section 10 of Article 12 of the 1997 agreement – 10 A is now Article 13, Section 1D; Section 10 B now Article 13, Section 2 (also incorporates 1997 Article 12, Section 11); 10 C is now Article 13, Section 6 • Remainder of new Article 13, Section 1 new • New Article 13, Sections 3, 4,5 new • 1997 Article 12, Sections 7, 8 now Article 13, Sections 7,8 • 1997 Section 9 (medical) changed as above in Article 12, section 5 A and numbered Article 13, Section 9
13 (new Article 14)	Rolled over
14 (15)	<ul style="list-style-type: none"> • Section 1 expanded to include biopsychosocial issues. Employees and supervisors will be notified annually. • Job security moved from Section 2 to Section 3 • Section 4A – language added at beginning of section • Section 5 renamed relationship to other actions and changed – language added to “not shield employees from corrective action in all instances.” Retains first instance language and severe or egregious action language • Sections 6 and 7 rolled over
15(16)	Rolled over (some editing changes, where letters substituted for numbers in organizing sections)
16(17)	<ul style="list-style-type: none"> • Section 1 – introduction now a lettered paragraph. 1997 Section 1A split into new Sections 1B and 1C. 1997 Sections 1B and 1 C relabeled new 1D and 1E. 1997 Section 1D new Section 13. Sections 1E to 1H in new agreement new language • Section 2 – adds cite. Last sentence (“A bargaining unit employee’s grade level...”) new • Section 3 – adds requirement to provide a copy of Weingarten rights and the Master Agreement during employee orientation

16 (17)	<ul style="list-style-type: none"> • Section 4 – adds ORM/EEO investigations and duly authorized Boards of Investigation to times when recording devices can be used. Requirement that all electronic recording be transcribed. Employee to receive a copy of the tape at the same time as the transcript, and the opportunity to make correction, along with a corrected transcript. Documents will be available electronically. • Section 5 ,8, 12 (as section 14), 11 (as section 16) – rolled over • New Contract Section 6 - additional language after Article 24- official records • New Contract Section 7 – Sections 7b and 7c added • New Contract Section 9 new section • New Contract Section 10 – incorporates changes in statute. Requires yearly notice • 1997 Section 10 new Section 11. Language added requiring employee to bring concerns to appropriate department officer. Department officer to promptly notify employee if order is unlawful • New contract Section 12 adds improper orders • New section 15 added
17 (18)	<ul style="list-style-type: none"> • Sections 1, 2 – rolled over • 1997 Sections 3A, B, E F – rolled over • New agreement Section 3C new • 1997 Section 3C new Agreement Section 3D • 1997 Section 3D removed • 1997 Section 3 G 1-7 rolled over, 8 now section 3H • 1997 Section 3H-N rolled over as Section 3I-O • New Section 4 uses letters for all sections and adds Section 4E • Section 6 – 6A now 6D • 6B rolled over • 1997 6C removed • New Contract sections 6A and 6 C new • Section 7 renamed VA Diversity Council and new article • Section 8 expanded in new Master Agreement • Section 9 makes reference to statutory process steps rather than listing them

18 (19)	<ul style="list-style-type: none"> • Section 1 – language added at end – “the department will have the right” • Language at beginning of Section 1 from “This article applies...” to “...Physical Standard Boards.” added in final version. Also added in the final version was language in the second sentence “a Title 5 or hybrid employee” and at the end of the sentence “and in accordance with 5 CFR 339)
19 (20)	<ul style="list-style-type: none"> • Flexiplace now called Telework • Section 1A – additional language beginning “The primary intent of the telework program...” • Section 1 C – new language – impact on VBA? • Section 2 – additional language in 2B. 2C-G new • Section 3 – if employees meet the criteria, Department may approve. • On criteria – 1997 3A now 3F • 1997 3B now 3G • 1997 3C now 3H (and 3C) • 1997 3D now 3I • New 3 A, B, D, and E new language • New Section 4 new language • 1997 Section 4 now Section 5. 4A rolled over into 5A • Information in 4A differs from 5D • 1997 Section 8. Second paragraph same as new Section 6A • 1997 Section 8 has limits on at home overtime. No limits in new contract • New Sections 9 D and E new language • New agreement Sections 7, 8, 9, 10, 12, 18, 19 new language • New Section 11 rolls over language from 1997 section 6. There is a requirement to counsel employees rather than make a bona fide attempt before taking them off telework. • Section B makes reference to employee wanting to return to ODS • 1997 Section 9 now Section 13. Now divided into ODS/ADS inclement, ADS only inclement, ODS only inclement • New sections 14-17 rolled over from 1997 sections 10-13

20 (21)	<ul style="list-style-type: none"> • Sections 1A and 1C rolled over • 1B =1997 restrict mobility during break – “those positions which require employees’ constant presence” New language – “immediate work requirement of an employee’s position requires the employee’s constant presence.” • Section 2A – language added “When an employee makes a request...” • 2C rolled over. Language at end of 2C2 changes 1997 “or charged as AWOL” to “or allowed the use of approved credit hours.” • 2C1 rolled over. 2 C 2a if request for CWS denied, denial must be provided in writing. • 2C2c – operational needs no longer noted • 2C2e – clarified to mean people grandfathered into CWS, not a prohibition on taking people off CWS • 2C2h/i new language • 2D1a – new language prohibiting requiring to work credit hours • 2D1b – new language • 2D2a-c rolled over, 2D2d new • 2D3, 2E, 2F 2G 1-6 (some wording change to 2 G2), 2H rolled over • 2G 7-9 new language • 3 A-C, E-I K-L (as L-M) rolled over • 3D – 1997 language “except in emergencies” removed • 1997 language in 3J changed • New section 3K new language • Section 4 A-D, E-I (as Sections I-M) rolled over • New Sections 4 E-H new language • Section 5 – broken down between non 7454 (essentially rolled over in Section A) and section 7454 (new language in Section B)
21 (22)	Rolled over
22 (23)	Sections 1, 2, 3, 4, 5, 6 7 (7 D 7c under different authority) , 8, 9, 10, 11, 12, 13, 14, 15, 16 rolled over.
23 (24)	Rolled over (reference to OPF changed to eOPF)
24 (25)	<ul style="list-style-type: none"> • Section 1 A rolled over. Section 1 B-F new language

24 (25)	<ul style="list-style-type: none"> • Section 2, 3, 4A rolled over. Language added at end of 4B (“The Department will make every effort...”) • New Contract Section 5 new language • 1997 section 5 now sections 5 B and D • Sections 6, 7, 8 rolled over • New Section 9 new language
25 (26)	<ul style="list-style-type: none"> • Sections 1-7 rolled over. • New Section 8 new language
26 (27)	Rolled over from the February 2006 version. New language in Section 3D, beginning with “If an employee union official...”
27 (28)	Rolled over (references to OPF changed to eOPF)
28 (29)	<ul style="list-style-type: none"> • Section 1 rolled over as new Contract Section 1A • New Contract Sections 1B, 1C, 2 new language • Section 2 duty time changed to official time not counted against any official time otherwise allocated in the agreement • Section 2 B rolled over to new Contract section 3A, with number of safety reps increased from 3 to 5. • Section 2 A rolled over to new Contract section 3B • Section 2 C rolled over to new Contract section 3 C, with new language beginning “The DSAHO written correspondence” • Sections 2 D to 2 G rolled over to 3 D to 3 G • Section 2 H rolled over and split between 3 H and 3 I • Section 2 I rolled over to 3 J • Sections 3a rolled over as Section 4a. • Section 3 b rolled over as Section 4 b, with new language beginning “Employees who are exposed to the hazards....” • New contract 4 C new language • Section 3 c rolled over as 4D • Section 4 rolled over as Section 5. Customers in Section 5 D changed to “public they serve.” Last sentence of 1997 Section 4 G eliminated. Section 5 I in new contract new language. • Section 5 rolled over to Section 6. New contract Section 6 C new language

28 (29)

- Sections 6, 7, 8, 9 rolled over as Sections 7, 8, 9, 10. Section 6 D last two sentences eliminated and new last sentence in 7 D New Contract Section 8 B new language beginning “In accordance with...” New Contract Sections 10 C and 10 D new language
- Section 10 rolled over as Section 11
- New Contract Section 12 new language from Section 11
- Section 12 rolled over as Section 13. New language beginning “As part of an overall...” and “consistent with....”
- Section 13 rolled over as Section 14
- New Contract Section 15 new language
- Sections 14 to 17 rolled over as Sections 16 to 19
- Sections 18 a and 18b rolled over to Sections 20 A and 20 B
- Section 20 C rewrites 1997 Sections 18 C
- Sections 18 D to 18 F rolled over as Sections 20 D to 20 F
- New Contract Sections 20 G to 20 K new language
- New Contract Section 21 new language
- Introduction beginning with “....and when the use of such equipment” added in final version.
- Section 21 A added to final version.
- Section 21 A renumbered to 21 B in final version, and language beginning with “and efforts made consistent” added to final version.
- Section 21 B renumbered Section 21 C in final version and language beginning with “To request reimbursement...” and ending with “....must be returned to the Department...” added
- Sections 18 A to 18 C 18 F rolled over as Sections 22 A to 22 C, 22 F
- New Contract Sections 22 D and 22 E new language in numbered sections
- Section 20 rolled over as Section 23, with Section 23 B 5 added
- Section 21 rolled over as Section 24, with Section 24 D 6 and 24 E added
- Sections 22 to 27 rolled over as Sections 25 to 30

28 (29)	<ul style="list-style-type: none"> • New Contract Sections 31 to 34 new language
(30)	<p>New Article – Occupational Health</p> <p>Language at Section 7 B beginning with “if the employee has a medical condition.....”</p>
29 (31)	Rolled over
30 (32)	Virtually new article
31 (33)	<ul style="list-style-type: none"> • Article split – Temporary, Probationary and Part time • New Contract Section 1 new language • Section 2 rolled over as Section 2 A, with additional language beginning “except in egregious circumstances...” • Section 3 rewritten as Section 2 B • New language beginning with “All probationary periods will be established....” in Section 2 B 1 incorporated in final version. • Language in Section 2 B 2 beginning with “a one year probationary period..” and ending with “...this Agreement was approved.” added • Section 4 incorporated in Section 2 C. • Section 4 A rewritten in Sections 2 C 1-3. Section 2 C 2 new language • Section 4 b incorporated in Section 2 C 4 1997 “bona fide consideration” changed to “full consideration,” with full consideration defined • Section 4 C rolled over to section 2 C 5, with 2 C 5 e added • Section 2 C 7 added in final version. • Sections 4 E to 4 J rolled over as Sections 2 C 9 to 15. Section 4 D expanded to include denial of requests for full time to part time • New Contract Section 3, dealing with Title 38 employees, new language.
(34)	<ul style="list-style-type: none"> • Job Sharing • 1997 Article 31 Section 5A rolled over to new Contract Article 34, Section 1 • 1997 Article 31 Sections 5B to 5L rolled over to new Contract Article 34 Section 2A to 2K
32 (35)	<ul style="list-style-type: none"> • Section 1 A rolled over • Section 1 B rolled over, with “employees” now listed by job type

32(35)

- Section 1 C rolled over as 1G; 1D as 1I, with additional language beginning “No approved leave or approved absence...”; 1E rolled over as 1E; 1F as 1D and 1G as 1C.
- New Contract 1E, 1F, 1H and 1J new language
- Section 2A rolled over, with new language beginning “All employees may request...”
- Sections 2B, 2D rolled over. 2G rolled over as 2H
- 2C rolled over to 2C, with new language beginning “The Department will make every effort...”
- 2E rolled over to 2E, with “will not unilaterally change...” changed to “except where necessary to...”
- 2F rolled over to 2F, with “except for rare and unusual circumstances..” changed to “if necessary to meet...”
- 1997 2H eliminated. New Contract sections 2G and 2I to 2M new language
- Section 3 rolled over
- Section 4B rolled over into Section 4A with specific examples of notification
- Section 4C rolled over as Section 4B
- First sentence of Section 4A rolled over into Section 4C
- New Sections 4D and 4E differentiate reasons for sick leave between Title 5/Hybrids and Title 38 employees
- 1997 Section 4D rolled over into Section 4F
- New Contract Section 4G new language
- Section 7 rolled over as Section 4H
- Sections 5A rolled over as 5A and 5B. Section 5B4 rolled over as 5C, with new language beginning “However, employees will not...”
- 5B rolled over as 5D
- 5C rolled over as 5E, with note as 5E3-5
- Articles 8, 9, 10, 11 rolled over as Article 6, 7, 8 9(in article 7, new language beginning “so long as the absence...”; Articles 8B, 9E new language)
- Section 12 A rolled over in Section 10A, with “the granting of LWOP... eliminated”
- Section 12B rolled over with “LWOP may be granted...” added

32(35)	<ul style="list-style-type: none"> • 1997 Section 12 D eliminated. New Contract Section 12D new language • Section 12 E and 12 F rolled over as Section 10 E and 10 F • Sections 13 A, 13 B and 13 C rolled over as Sections 11 A, 11 E and 11 F. Other sections of new Contract Section 11 new language • Section 14 rolled over as Section 12 and renamed Accommodation for Religious Observances • Section 15 essentially rolled over as Section 13 (still using days instead of hours) • New Contract Section 13H new language • Sections 16 A, C, D, E will be rolled over as new Contract Sections 14 A, B (including LWOP), E, C 1997 Section 16B eliminated and new Contract Section 12 D new language • Section 17 first sentence rolled over as Section 15A. Remainder of Section 17 eliminated. New Contract Section 15 B to 15 L new language • Sections 18 and 19 combined and rewritten in Section 16 to incorporate new policy and requirements • New Contract Section 17 new language • Section 20 rolled over as new Contract Section 18 • New Contract Sections 19 and 20 new language • Section 21A rolled over as new Contract Section 21. 1997 Sections 21B to 21C eliminated
33 (36)	<ul style="list-style-type: none"> • Section 1 split into A and B. A new language beginning “The options...” B new language • Section 2 rolled over • 1997 Sections 3 and 5 eliminated • 1997 Section 4 rolled over as Section 3
34 (37)	Rolled over
35 (38)	New Article from 1997
36 (39)	Rolled over
37 (40)	<ul style="list-style-type: none"> • New Section 1 A now contains references to statute and considers Title 38 and Hybrids • New Section 1B1 uses fully successful language • Sections 1B 2-4 rolled over. • Sections 2 and 3 A-C rolled over as new Sections 1 C-D

37(40)	<ul style="list-style-type: none"> • Section 3 D (reconsideration) removed from contract • Section 4 (Procedures) rolled over in new contract as Section 1E (reconsideration) • New Section 2 new language • Sections 5 and 6 rolled over as Sections 1 F-G of new contract
38 (41)	<ul style="list-style-type: none"> • New Contract Section 1 new language, 1997 contract sections moved down one number • 1997 Section 1A language of “suffer or allege illness or injury” changed in new Contract Section 2A to “sustains an injury or an alleged acquired illness or exposure...and reports it to the Department” Also changes C from “the procedure for filing claims to “the written procedure for filing claims at each station or workplace” and adds in the new contract “the option to use continuation of pay for traumatic injuries in lieu of sick or annual leave.” • New Contract Section 2B new language • 1997 Section 2B language expanded in new Contract Section 3B to discuss different forms • Additional language in Section 3C, beginning with “Supervisory action on CA-1 and CA-2....” • New Contract Sections 3 D-F new language • 1997 Section 2D rolled over as new Contract Section 4 • 1997 Sections 4A and C rolled over into new Contract section 5C • 1997 Section 4B rolled over into new Contract section 5D • 1997 Section 4D rolled over into new Contract section 5E • 1997 Section 4E not in new Contract • New Contract sections 5 A and B new language • 1997 Section 5A rolled over into new Contract 6A • 1997 Sections 5 B and C replaced by new Contract Sections 6B-D
39 (42)	Rolled over
40 (44)	<ul style="list-style-type: none"> • Section 1, 2A rolled over • New Contract Section 2B new language • 1997 Sections 2B to 2 G rolled over as Sections 2C to 2H • 1997 Section 3 eliminated
41 (45)	<ul style="list-style-type: none"> • Sections 1, 2, 3A, 3C 4 rolled over

41 (45)	<ul style="list-style-type: none"> • Section 3B discusses use of electronic transfer • Sections 3D and 3E new language • Section 3 E and F new • Section 5 rolled over with new language beginning “by the appropriate administrative officer” and ending “of that pay period.” • Section 6 rolled over with the period changed from 21 days prior to 10 days prior to anniversary date • Section 7 rolled over, with new Contract section 7B added and 1997 Section 7B rolled over into new Contract section 7C • Section 8 rolled over as Section 9 • Section 9 essentially rolled over as Section 8
42 (43)	<ul style="list-style-type: none"> • Section 1 rolled over • Section 2A additional language beginning “The union may file ...” • Sections 2 B and 2C rolled over • 1997 Note 1 to Section 2 removed and Note 2 rolled over as Note 1 • Sections 3 A and B rolled over. Section 3 C changes in last sentence from 1997 “the time limit for filing a grievance should be extended...” to in new Contract “the time limit for filing a grievance will be extended by 30 days...” • Sections 4-6 rolled over • New Contract Section 7A new language • Section 7, Step 1 new language at end – “If there is to be more than one....” • Section 7, Step 2 words “in writing” dropped between “designee” and “within” Language added indicates recipient must sign and date grievance. Language with regard to more than one supervisor added. • Step 4 – language noting only union or Department can go to Arbitration added • Note 1 – language allowing for teleconference added • Notes 2-7 rolled over (some organizational changes noted) • New Contract Note 8 new • Section 8 rolled over

42 (43)	<ul style="list-style-type: none"> • Section 9 changed to where if management does not meet time requirements, moved to next step • Sections 10 and 11 rolled over
43 (46)	Rolled over with the exception of 1997 Section 2B, which is eliminated
44 (47)	<ul style="list-style-type: none"> • Section 1 rolled over, with 1997 Section 1B eliminated • Section 2 rolled over. 1997 Section 2B replaced by new contract Section 2B. Second sentence in Section 2C (“In addition, the parties...”) added in new contract • Sections 3 and 4 rolled over. New Section 4 D new language
45 (48)	<ul style="list-style-type: none"> • New Section 1A first sentence new language Eliminates last sentence of 1997 Section 1 • New Section 1B new language. Three bases of official time rolled over • New Section 2 – National reps increased from 8 to 12, and Safety reps from 3 to 5, with the latter now being listed. • New Contract Sections 2 B, C, and G new language • New Contract Section 2 D rolled over from last sentence of 1997 Section 3 • 1997 Notes 1 and 2 rolled over as Sections 2 E and F • 1997 Note 3 eliminated • 1997 sections 3, 4, 7, 8, 9 rolled over • New Contract Section 5 new language • New Contract Section 6 A changed from duty time to official time not counted against any allocated official time in this agreement. • New Contract Section 10A new language 4.25 hours per bargaining unit employee; VHA and VBA local minimum 50%; NCA minimum 25%; 25% for outlying facilities • New Contract 10B new language • New Contract 10 C new language, incorporating language from 1997 10 B • 1997 10 C rolled over into new contract 10 D • New contract 10 E new language •
46 (49)	<ul style="list-style-type: none"> • Sections 1, 2, 3, 6, 7, 8, 9, 10 rolled over (partnership changed to cooperative labor management working relationship)

46 (49)	<ul style="list-style-type: none"> • Section 4 rolled over as new Contract Section 4A. • New Contract Section 4 B new language • Section 5 rolled over, with addition of statutory cite for release of information • Section 9 duty time for new employee orientation changed to official time not counted against any allocated official time • New Contract Section 11 new language
47 (50)	Rolled over
48 (51)	<ul style="list-style-type: none"> • Section 1A rolled over. New language at end of section beginning “Office space shall be sufficiently private....” • Section 1B rolled over. New language at end of section, beginning “equal to those used in top level administrative offices...” • Sections 1C, 2, 5, 6, 7 rolled over • Section 3 rolled over, with new language beginning “telephones provided..” and ending “labor-management activities” • New Section 4 revises A2 and A3 and adds A4-9. Section 4B, 4C and 4D new language • Section 8 rolled over . New language added beginning “At a minimum...” • Section 9 revised to use current materials • 1997 Section 10 eliminated. • Sections 11, 12, 13 rolled over as New Contract sections 10, 11, 12 (Section 12 retitled Access to Agreement and Section 12g added)
49 (52)	Rolled over
50 (53)	Rolled over
51 (54)	Rolled over
(55)	New Article
(56)	New Article
52 (57)	<ul style="list-style-type: none"> • Section A rolled over as Section 1 • Section B rolled over as first sentence of Section 5 • Section C rolled over as first sentence of Section 7 • Other new contract sections new language • First paragraph added in final draft
53 (58)	Rolled over

54 (59)	Rolled over
55 (60)	Rolled over
56 (61)	Rolled over
57 (62)	<ul style="list-style-type: none"> • Section 1 rolled over as Section 1A 1 • New Contract Section 1 A 2, 1B and 1C new language • Section 2 rolled over as Section 2A • New contract Section 2B new language • Sections 3 and 4 rolled over and renamed • 1997 Section 5 eliminated • New Contract Sections 5 and 6 new language
58 (63)	Rolled over
59 (64)	Rolled over
60 (65)	Rolled over
(66)	New Article
61 (Duration)	Rolled over