

ARTICLE 24 — Contracting Out

~~24.1 If the ESD intends to contract out bargaining unit work, resulting in the layoff of a member of the bargaining unit, the ESD will notify the Union at least thirty (30) days in advance. The ESD will provide to the Union an explanation of the reasons for the proposed contract. Within ten (10) days after receiving that information, the Union may provide alternative suggestions to the ESD in order to avoid the need for the contract and layoff. The ESD will give fair consideration to the Union suggestions before making a final decision. The ESD recognizes its responsibility to enter into expedited bargaining with the Union concerning the impact of contracting out on mandatory subjects of bargaining.~~