

ARTICLE 6: PRECEDENCE OF LAWS, REGULATIONS, AND PAST PRACTICES

- 6.1 In the administration of all matters covered by this Agreement, AFSA/FAS and the Agency are governed by the following:
- a. Existing and future laws;
 - b. Government-wide rules and regulations in effect on the effective date of this Agreement;
 - c. Department of Agriculture (USDA) rules and regulations in effect on the effective date of this Agreement. To the extent that the Department's published rules and regulations are in conflict with this Agreement, the provisions of the Agreement will govern;
 - d. The Agency's rules and regulations in effect on the date of this Agreement. To the extent that Agency's published rules and regulations are in conflict with this Agreement, the provisions of the Agreement will govern;
 - e. Government-wide, USDA, and Agency rules and regulations issued after the effective date of this Agreement that do not conflict with this Agreement; and
 - f. Provisions of the Foreign Affairs Manual (FAM) that have not been superseded by this Agreement and to which the Agency is a party.
- 6.2 This Agreement supersedes all past practices in conflict with this Agreement. Past practices not in conflict with this Agreement shall continue. The Agency recognizes its responsibility to promptly and timely notify AFSA/FAS and to negotiate, if requested by the Union, on any proposed change in Agency procedures, practices or changes in working conditions for employees in the bargaining unit prior to implementation. Procedures for implementing changes in working conditions are outlined in Article 11.