

**ARTICLE 8**  
**FPU REGULATIONS AND POLICIES**

8.1 Changes in Regulations or Policies

- (a) Established terms and conditions of employment cannot be changed without providing the opportunity for negotiation.
- (b) If any regulation, policy, or resolution proposed by the University has a direct and substantial impact on wages, hours, or any other term or condition of employment, the University shall satisfy any collective bargaining obligation with respect to the change prior to implementing it, unless UFF declines in writing to bargain over the change.

8.2 Notice of Proposed Policies or Regulations. The University shall provide to UFF, via posting on the University web site and via email notification, an advance copy of any proposed regulation or policy that could reasonably be construed to affect terms or conditions of employment contained in this Agreement.

8.3 Inconsistencies with Agreement. No provision of any existing, new, or amended University regulation, policy, or resolution shall apply to bargaining unit members if it conflicts with an express term of the Agreement.

**For the University**

**For the UFF**

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Mark L. Bonfanti  
Chief Negotiator

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Candi Churchill  
Chief Negotiator

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Date

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Date