

**ARTICLE 20**  
**TOTALITY OF AGREEMENT**

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4 20.1 Limitation. The parties acknowledge that during the negotiations which resulted in the  
5 Agreement, the Board and the UFF had the unlimited right and opportunity to present  
6 demands and proposals with respect to all matters lawfully subject to collective  
7 bargaining, and that the understandings and agreements arrived at thereby are set forth  
8 in this Agreement, and that it shall constitute the entire and sole Agreement between the  
9 parties for its duration.

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11 20.2 No Obligation to Bargain. During the term of this Agreement, the Board and the UFF agree  
12 that the other shall not be obligated to bargain collectively with respect to any subject or  
13 matter covered by this Agreement. Notwithstanding these limitations, if the Board seeks to  
14 change a term or condition of employment for faculty, the Board shall be obligated to  
15 bargain immediately the impact of such change.  
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**For the University**

**For the UFF**

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Mark Bonfanti  
Chief Negotiator

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Candi Churchill  
Chief Negotiator

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Date

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Date