

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. The Board and the UFF, during the terms of this
12 Agreement, voluntarily and unqualifiedly waive the right, and agree that the other shall not
13 be obligated; to bargaining collectively with respect to any subject or matter, whether
14 or not referred to or covered by this Agreement, even though such subject or matter may
15 not have been within the knowledge or contemplation of the parties at the time they
16 negotiated or signed this Agreement.

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18 20.3 Modifications. Nothing herein shall, however, preclude the parties from mutually agreeing
19 to alter, amend, supplement, delete, enlarge, or modify any of the provisions of this
20 Agreement in writing.
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For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date