

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

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


20.2 No Obligation to Bargain. During the term of this Agreement, the University and the UFF agree that the other shall not be obligated to bargain collectively with respect to any subject or matter covered by this Agreement. Notwithstanding these limitations, if the University exercises its management rights in such a way that any term or condition of employment is affected, the University shall be obligated to bargain the impact of such change.

**For the University**

  
~~Mark Bonfanti~~ Gina DeJulio  
Chief Negotiator

12.6.18  
Date

**For the UFF**

  
~~Candi Churchill~~ Mylos Kim  
Chief Negotiator

Dec 6, 2018  
Date