

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, in accordance with Article 19, and subject to ratification by both~~
21 ~~parties.~~

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For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date