

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~~ University and the UFF had the unlimited right and opportunity to
6 present 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 University ~~Board~~ and the
12 UFF agree that the other shall not be obligated to bargain collectively with respect to any
13 subject or matter covered by this Agreement. Notwithstanding these limitations, if the
14 ~~Board-University exercises its management rights in such a way seeks to change that any~~
15 ~~term or condition of employment is affected a term or condition of employment for faculty,~~
16 the Board-University shall be obligated to bargain ~~immediately~~ the impact of such change.
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For the University

For the UFF

Mark Bonfanti
Chief Negotiator

Candi Churchill
Chief Negotiator

Date

Date