

ARTICLE ~~30~~31

~~[ratified November 22, 2016, supersedes all previous versions]~~

AMENDMENT AND TOTALITY OF AGREEMENT, DURATION AND AMENDMENT**30.1–31.1 Totality of agreement.**

(a) Limitation. The Board and the UFF acknowledge that during the negotiations which resulted in the Agreement, the Board and the UFF had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining, and that all of 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.

(b) Obligation to bargain changes. During the term of this Agreement, the University and UFF agree that neither party shall be obligated to bargain collectively with respect to any subject or matter covered by this Agreement. Notwithstanding these limitations, if the University seeks to change a term or condition of employment for faculty, the University shall be obligated to bargain the impact of such change.

31.2 Effective Date.

(a) The Agreement shall become effective upon ratification by both parties and remain in effect through August 31, ~~2018~~2021.

(b) Renegotiations for the agreement term September 1, ~~2016-2019~~ through August 31, ~~2017-2020~~ shall begin no later than March 4, ~~2016~~2019, and shall include Articles ~~53, 8, 23,~~24 and any other articles mutually agreed to by the parties. **Renegotiations shall be completed within 120 days.**

(c) Renegotiations for the agreement term September 1, ~~2017-2020~~ through August 31, ~~2018-2021~~ shall begin no later than March ~~32,~~ ~~2020~~17, and shall include Articles ~~35, 23~~24, and any other articles mutually agreed to by the parties. **Renegotiations shall be completed within 120 days.**

(d) Renegotiations for a successor agreement shall begin no later than November ~~109,~~ ~~2017~~2020. **Renegotiations shall be completed within 180 days.**

(e) The parties may agree to include other subjects in their

39 renegotiations.

40

41 **31.30.2 Amendments.** This Agreement may be modified or amended only
42 upon mutual, written agreement of the Board and the UFF. In the event the
43 Board and the UFF negotiate a mutually acceptable amendment to this
44 Agreement, such amendment shall be put in writing and become part of this
45 Agreement upon ratification by both parties.

46

47

ARTICLE 31

48

~~[ratified December 8, 2015, supersedes all previous versions]~~

49

~~TOTALITY OF AGREEMENT~~

50

51

52

53

54

55

56

57

58

59

60

61

62

63

64

65

66

67

68

69

~~**31.1 Limitation.** The Board and the UFF acknowledge that during the negotiations which resulted in the Agreement, the Board and the UFF had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining, and that all of 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.~~

~~**31.2 No Obligation to Bargain.** The Board and the UFF, during the term of this Agreement, voluntarily and unqualifiedly waive the right, and agree that the other shall not be obligated, to bargain collectively with respect to any subject or matter, whether or not referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.~~

~~**31.3 Modifications.** Nothing herein shall, however, preclude the Board and the UFF from mutually agreeing to alter, amend, supplement, delete, enlarge, or modify in writing any of the provisions of this Agreement.~~