

## ARTICLE 31

### *TOTALITY OF AGREEMENT*

**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. The Board and UFF further acknowledge 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, agree that the other shall not be obligated, to bargain collectively with respect to any subject or matter covered by this Agreement. Nothing in this section shall be construed as a waiver of the UFF's right to bargain the impacts of decisions made by the University within the scope of its management rights on the wages, hours, or terms and conditions of employment of any bargaining unit member.

**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.