ARTICLE XXIII
WAIVER

The University and the Union acknowledge that during the negotiations which resulted in this Agreement, each party had the right and opportunity to make demands and proposals with respect to any subject or matter not removed by law from the area of collective bargaining, and that this Agreement constitutes the entire contract arrived at by the parties and therefore this Agreement supersedes and replaces Staff Personnel policies, and is the sole source of rights and terms and conditions of employment for employees in this bargaining unit. As such, the University and the Union for the term of this Agreement, each voluntarily and unqualifiedly waive the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter whether or not raised during negotiations or specifically referred to or covered in 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.