ARTICLE 29
WAIVER

The UNIVERSITY and the UNION acknowledge that during the negotiations which resulted in this Agreement, each party had the unlimited 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 after the exercise of that right and opportunity.

Therefore, 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.

This Agreement supersedes and replaces Staff Personnel Policies and the Regulations and Procedures Manual and is the sole source of rights and terms and conditions of employment for employees in this bargaining unit. Upon execution of this Agreement any rights or terms and conditions of employment previously applicable to employees pursuant to Staff Personnel Policy or the Regulations and Procedures Manual shall terminate.