

ARTICLE 14
POLICIES, BY-LAWS AND PAST PRACTICES NOT COVERED BY AGREEMENT

1. Current systemwide or campus-wide policies, by-laws, and practices relating to peer review, wages, hours, and terms and conditions of employment now existing, not raised in the bargaining process and not in conflict with this Agreement, may remain in effect.
2. Except as provided in §3., below, the University shall provide notice to UAPD as soon as practicable, but no later than forty-five (45) calendar days prior to implementation of any proposed change(s). UAPD shall have thirty (30) days from the date of the University's service to request to meet and confer over the demonstrable or reasonably foreseeable effects of the modification or elimination of such policies, by-laws and practices. Following the UAPD's timely request, meeting and conferring shall not be unreasonably delayed. The University may implement the changes following the forty-five (45) day notice period even if the parties have not yet met and conferred regarding the demonstrable or reasonably foreseeable effects.
3. In the event the change concerns the health and safety of the public and/or employee(s), the University may implement the change(s) prior to the completion of the forty-five (45) day notice period.
4. This Article is not subject to the grievance procedures of this agreement, except that the Union may grieve a violation of the notice provision in §2., above.