

ARTICLE 8
DURATION OF AGREEMENT

- A.** The terms and conditions of this Agreement shall be in full force effective one minute past midnight on February 7, 2020 and terminating at 11:59 p.m. on July 31, 2024, unless the University and AFSCME mutually agree in writing to extend any or all of the terms and conditions of this Agreement.
- B. FULL SUCCESSOR NEGOTIATIONS**
1. In 2024, all terms and conditions of employment covered by this Agreement will be subject to meeting and conferring, in accordance with the provisions below.
 2. The requirements for the University and/or AFSCME to collectively bargain the Agreement are as follows:
 - a. AFSCME shall, no later than November 1, 2023 serve upon the Office of the President Director of Labor Relations its written notice of its intent to negotiate the Agreement, in accordance with Section A, above. Included in such notice shall be AFSCME's written contract language proposals for the articles subject to negotiation.
 - b. The University shall, no later than December 1, 2023, serve upon the Director, AFSCME Higher Education Division (Local 3299), notice of its intent to negotiate the Agreement, in accordance with Section A, above. Included in such notice shall be the University's written contract language proposals for the articles subject to negotiation.
 - c. Timely notice as indicated above shall impose the duty to engage in meeting and conferring for the purposes of negotiating amendments to the Articles so specified. Such negotiations shall commence on or about January 10, 2024, unless otherwise mutually agreed to by the parties.
- C.** Neither party shall have an obligation or requirement to negotiate on any provision of any Article not timely designated.
- D.** During the period of negotiations on Articles properly designated for amendment the terms and conditions of the Agreement, including those Articles already designated for amendment, shall remain in full force and effect. In the event that neither party gives timely notice as set forth in this article, this Agreement shall remain in effect on a year-to-year basis. In the event that the Agreement continues in this manner and either party wishes to bargain, the parties shall provide notice, including written proposals, no later than November 1 and December 1 of the applicable year.