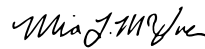


Tentative Agreement
FOR UC-AFT

UC/AFT IX Negotiations
Article 36 – Past Practice Not Covered By Agreement
UC Proposal #2
March 13, 2020
Page 1 of 2



Mia L. McIver
10-9-2020

FOR THE UNIVERSITY



NADINE BARON FISHEL

9-25-2020

ARTICLE 36
PAST PRACTICE NOT COVERED BY AGREEMENT

1. Practices and policies relating to wages, hours, and terms and conditions of employment ~~new-existing~~ **in effect at the ratification of this Agreement**, ~~not raised in the bargaining process~~ and not in conflict with this **Agreement MOU**, may remain in effect. The University agrees to meet and discuss, upon request, with the UC-AFT regarding the elimination or modification of these practices and policies **if they do not have a significant and consequential impact on a substantial number of bargaining unit members**. ~~Application, Elimination,~~ or modification of these practices and policies is not grievable.
 2. **Should the University eliminate or modify practices and/or policies as described in Section A above that have a significant and consequential impact on a substantial number of bargaining unit members, the University shall provide the Union a thirty (30) calendar day notice, unless in case of an exigent circumstance.**
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