ARTICLE XXIV
DURATION

A. DURATION

The Agreement shall become effective upon ratification of the parties, and shall remain in full force and effect until terminating at 11:59pm, February 28, 2023, unless the University and SFBCTC mutually agree in writing to extend any and all terms and conditions of this agreement.

B. NEGOTIATION OF A SUCCESSOR AGREEMENT

1. During the period of negotiations, the terms and conditions of this Agreement, including those articles under discussion, shall remain in full force and effect.

2. The requirements for the University and/or SFBCTC to engage in successor negotiations are as follows:

   a. The Union shall, no later than October 3, 2022, serve upon the Director of Employee and Labor Relations written notice of its intent to negotiate a successor Agreement. Included in such notice shall be a brief description of the Articles that the Union is proposing to negotiate.

   b. The University shall, no later than October 10, 2022, following receipt of SFBCTC timely notice of its intent to negotiate a successor Agreement, serve notice on the Union of the articles it is proposing to reopen. Included in such notice shall be a brief description of those articles it is proposing to renegotiate.

   c. The parties agree to exchange initial proposals no later than October 17, 2022.

   d. Face-to-face negotiations shall commence no later than November 15, 2022, following compliance with HEERA-mandated sunshine requirements, unless the parties agree to a later date in writing.

   e. If neither party serves notice on the other of its intent to reopen the contract during the time periods specified in 2.a and 2b. above, the agreement will remain in full force an effect until notice is served by other party of its intent to reopen the contract and negotiations for a new contract have concluded and a successor agreement has been ratified. This time period will be designated a status quo period. Wage rates will not be increased during this period.
3. In the event one party services a notice to reopen the contact after October 3, 2022, the following processes will be observed.

   a. The Party initiating reopener bargaining shall serve the notice of its intent to initiate reopener bargaining. The notice will include a brief description of the articles the party is proposing to negotiate.

   b. Thirty days after receipt of the notice of intent to initiate reopener bargaining, the responding party will notify the initiating party of the articles it is proposing to reopen along with a brief description of the proposed changes.

   c. The parties agree to exchange initial proposals no later than 45 days after the notice referenced in 3.b., above.

   d. Face-to-face negotiations will commence no later than 30 days following compliance with HEERA-mandated sunshine requirements, unless the parties agree to a later date in writing.

   e. During the period of negotiations, including the notice and sunshine periods, the terms and conditions of this Agreement, including those articles under discussion, shall remain in full force and effect.