

For the Union: *David Estep*
Date: May 1, 2020

For the University: *Maure Gardner*
Date: May 1, 2020 *ARO*

Article __: Waiver

1. Both parties had the opportunity during negotiations to make proposals with respect to any subject matter not prohibited by law from bargaining. This Agreement sets for the full and entire understanding of the parties regarding the matters contained herein. The University and Union agree for the term of this Agreement each voluntarily and unequivocally waives the right and shall not be obligated to bargain collectively with respect to any subject matter referred to or covered in this agreement.
2. With respect to other matters within the scope of negotiations, but not covered in paragraph 1 above, negotiations may be required during the term of this Agreement but only as provided below.
 - a. Changes to Policies shall be handled pursuant to Article XX, Work Rules.
 - b. Where changes would trigger notice to the Union, the University shall provide notice at least thirty (30) calendar days prior to the proposed implementation. The parties shall meet regarding the effect of such changes when the following exist:
 - a. Where such changes would significantly affect the working conditions of bargaining unit employees;
 - b. When the subject matter of the change is within the scope of representation;
 - c. When the Union submits a written request to meet within fifteen (15) calendar days of the date of the University's notice.
 - c. Upon reaching agreement, the parties shall execute an Addendum to the Agreement. Absent reaching agreement, the impasse procedures pursuant to HEERA shall apply.