

## **ARTICLE 31 DURATION**

**A.** The terms and conditions of this Agreement shall remain in full force and effect commencing on July 1, 2017 and shall terminate at 11:59 PM on December 31, 2020 or any anniversary (MOU expiration date) thereafter or one of the parties have declared impasse after not being able to agree on a successor Agreement, whichever date is later, unless the University and the Association mutually and in writing agree to extend any or all of the terms and conditions of this Agreement.

1. Neither party shall have the right or obligation to reopen any Article of this Agreement for the duration of the Agreement.
2. In order to facilitate the negotiations of a successor to this Agreement, the Association shall no later than June 1, 2020 serve upon the University of California Office of the President, Office of Human Resources and Benefits, Director of Labor Relations the written notice of its intent to negotiate a successor Agreement. Included in such notice shall be the Association's initial written proposals regarding a successor Agreement.
3. The University shall, no later than July 1, 2020 present its written proposals regarding a successor Agreement to the Association. By no later than March 1, 2020, the parties will agree to the list of compensation comparators for each campus location. If no agreement is reached the prior list of agencies shall be used, as set forth in Appendix G. The University shall revise and update the compensation survey accordingly for use in the 2020 negotiations. Negotiations shall commence on or about August 1, 2020, unless otherwise mutually agreed to by the parties.

### **B. Release Time for Preparation of Proposals**

1. Each FUPOA Board member, but no more than one per campus, shall be entitled to 16 hours of paid release time for the purpose of preparing FUPOA's reopener proposals. Board members shall provide at least 14 days notice to their respective Police Chief prior to the date for which release time is sought.
2. Each FUPOA Board member, but no more than one more per campus, shall be entitled to 24 hours for the purpose of preparing FUPOA's successor proposals in calendar year 2020. Board members shall provide at least 14 days notice to their respective Police Chief prior to the date for which release time is sought.