

**ARTICLE 19**  
**PAST PRACTICE NOT COVERED BY AGREEMENT**

- A. Practices and policies relating to wages, hours, and terms and conditions of employment in effect at the ratification of this agreement, and not in conflict with this Agreement, shall remain in effect.
- B. 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 30 calendar day notice.