

ARTICLE TBD

WAIVER

1. Unless mutually agreed to otherwise, the University and the Union, for the life of this Agreement, each voluntarily and unqualifiedly waives the right, and each agrees that the other shall not be obligated to bargain collectively with respect to any subject or matter referred to, or covered in this Agreement.
2. The University shall notify the Union of any and all proposed policy changes that shall impact bargaining unit members, as soon as practicable, and no later than sixty (60) days prior to the announced change taking effect.
3. Meet and Confer
 - a. The parties shall undertake negotiations regarding the changes in bargaining unit members when the following exist:
 - i. The changes proposed by the University would have an impact on the terms and conditions of employment of bargaining unit members;
 - ii. The subject matter of the change is within the scope of representation pursuant to the NLRA
 - b. The University shall initiate scheduling the meeting within seven (7) calendar days from the Union's request to meet
 - c. If the parties do not reach agreement in the negotiations, the procedures under the NLRA shall apply.