

This is part of a package proposal. UAW reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and the Union will return to bargaining from its language proposed prior to this package proposal.

Article XX--Waiver

A. GENERAL CONDITIONS

1. Except upon mutual consent of the parties to seek written amendment thereto, the University and the Union agree and understand, for the life of this Agreement, that each voluntarily waives its right to negotiate with respect to any matter raised in negotiations or covered in this Agreement. This Agreement supersedes and replaces any other prior or existing understanding or agreement between the parties, whether formal or informal, regarding Academic Researchers.

2. For matters not specifically provided for in this Agreement, the University shall provide UAW with notice of and opportunity to meet and confer regarding any proposed change directly relating to matters within the scope of representation, in accordance with the requirements of HEERA. The University shall notify the Union of proposed changes thirty (30) calendar days prior to their proposed implementation.

B. MEET AND CONFER

1. The parties shall undertake meet and confer regarding the impact of such changes on academic researchers in accordance with HEERA.