

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 ____
PAST PRACTICE NOT COVERED BY AGREEMENT

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, **may shall** remain in effect. The University agrees to meet and **confer discuss**, upon the union's request **and in accordance with Article XX Waiver** regarding the elimination or modification of these practices and policies. **However, such elimination or modification is not grievable.**