

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