

*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**

- 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. ~~Elimination or modification of these practices and/or policies are not grievable.~~

TA  
for UC

~~UAW~~  
9-13-19

TA'd for UAW  
9/13/19

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