

1 **ARTICLE 31**

2 ***TOTALITY OF AGREEMENT***

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4 **31.1 Limitation.** The Board and the UFF acknowledge that during the
5 negotiations which resulted in the Agreement, the Board and the UFF had
6 the unlimited right and opportunity to present demands and proposals with
7 respect to any and all matters lawfully subject to collective bargaining. The
8 Board and UFF further acknowledge that all of the understandings and
9 agreements arrived at thereby are set forth in this Agreement, and that it
10 shall constitute the entire and sole Agreement between the parties for its
11 duration.

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13 **31.2 No Obligation to Bargain.** The Board and the UFF during the term of
14 this Agreement, agree that the other shall not be obligated, to bargain
15 collectively with respect to any subject or matter covered by this
16 Agreement. Nothing in this section shall be construed as a waiver of the
17 UFF's right to bargain the impacts of decisions made by the University
18 within the scope of its management rights on the wages, hours, or terms
19 and conditions of employment of any bargaining unit member.

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21 **31.3 Modifications.** Nothing herein shall, however, preclude the Board and
22 the UFF from mutually agreeing to alter, amend, supplement, delete,
23 enlarge, or modify in writing any of the provisions of this Agreement.