

ARTICLE 31

TOTALITY OF AGREEMENT

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

31.2 ~~No Obligation to Bargain~~ Changes. ~~During the term of this Agreement, the Board and the UFF, during the term of this Agreement, voluntarily and unqualifiedly waive the right, and agree that neither party shall be obligated to that the other shall not be obligated, to bargain collectively with respect to any subject or matter covered by this Agreement. , whether or not referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement. Notwithstanding these limitations, if the University seeks to change a term or condition of employment for employees, the University shall be obligated to bargain the impact of such a change.~~

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