

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, ~~voluntarily and unqualifiedly waive the right, and~~ agree that
15 the other shall not be obligated, to bargain collectively with respect to any
16 subject or matter, ~~whether or not referred to or~~ covered by this Agreement,
17 ~~even though such subject or matter may not have been within the~~
18 ~~knowledge or contemplation of the parties at the time they negotiated or~~
19 ~~signed this Agreement.~~

20 Nothing in this section shall be construed as a waiver of the UFF's right to
21 bargain the impacts of decisions made by the University within the scope of
22 its management rights on the wages, hours, or terms and conditions of
23 employment of any bargaining unit member.

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25 **31.3 Modifications.** Nothing herein shall, however, preclude the Board and
26 the UFF from mutually agreeing to alter, amend, supplement, delete,
27 enlarge, or modify in writing any of the provisions of this Agreement.