



UNITED ACADEMICS PROPOSAL

ARTICLE 4 POLICIES AND PRACTICES

Section 1. Bargaining unit faculty members and the University Administration shall comply with all duly adopted University policies including all policies recorded in the University Policy Library, all policies adopted in accordance with Policy 01.00.01 (Policy Statements: Development and Management), and all published unit-level policies, except to the extent they conflict with the express terms of this Agreement. The parties will ~~not~~ be bound by practices ~~established prior to~~ in effect as of the effective date of this Agreement, provided that those practices are (1) well-established; (2) concern terms and conditions of employment; (3) and significantly affect bargaining unit faculty. Other past practices shall be maintained only except by mutual agreement.

Section 2. Any ambiguities between University policies and practices as described in Section 1 and Articles of this Agreement shall be resolved in favor of such Articles.