



1 UNITED ACADEMICS PROPOSAL

2
3 ARTICLE 4
4 PAST PRACTICES
5

6 **Section 1.** All practices and policies concerning terms and conditions of employment,
7 including all policies, resolutions, and legislation approved by the University Senate, in
8 effect on the date this Agreement is executed which affect faculty shall be maintained for
9 the period of this Agreement, unless modified by this Agreement or by mutual consent.

10
11 **Section 2.** Any ambiguities between past practices, as herein defined, and other Articles
12 of this Agreement shall be resolved in favor of such other Articles.

13
14 **Section 3.** In the event that the Administration grants an increase in benefits to any
15 employees not covered by this agreement, such increase shall be provided to faculty as
16 well. There shall be no reduction in benefits during the term of this Agreement.