

1 UNIVERSITY COUNTERUNITED ACADEMICS PROPOSAL

2 5-7-13

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4 **ARTICLE 4**

5 **POLICIES AND PAST PRACTICES**

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7 **Section 1.** Bargaining unit faculty members shall comply with all duly adopted
8 University policies, except to the extent they conflict with the express terms of this
9 Agreement. All practices and policies concerning terms and conditions of employment,
10 including all policies, resolutions, and legislation approved by the University Senate, in
11 effect on the date this Agreement is executed which affect faculty shall be maintained for
12 the period of this Agreement, unless modified by this Agreement or by mutual consent.
13 The parties will not be bound by practices established prior to the effective date of this
14 Agreement, except by mutual agreement.

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16 **Section 2.** Any ambiguities between University policies ~~past practices~~, as herein defined,
17 and ~~other~~ Articles of this Agreement shall be resolved in favor of such ~~other~~ Articles.

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