

UNIVERSITY COUNTERPROPOSAL

4-24-13

ARTICLE 29

RIGHTS RESERVED TO THE UNIVERSITY

Section 1. The University shall retain all of its customary rights, powers and authority, except as limited below.

Section 2. All such rights, powers and authority are subject to the following limitations:

- (a) Those imposed by this Agreement or applicable law;
- (b) The management rights referenced in Section 1 above do not constitute a waiver of, and shall not in any way be deemed to waive, any rights the Union possesses under law to bargain over subsequent changes with respect to mandatory subjects of bargaining.