

ARTICLE 8

Construction of the Agreement

- 8.1 This Agreement shall supersede any other policy, rule, regulation, or practice of the University which is contrary to, duplicative of, or inconsistent with its terms, and supersedes and cancels all previous agreements, verbal or written or based on alleged past practices, between the University and the Union, and shall constitute the entire Agreement between the parties. Any amendment or agreement supplemental hereto shall not be binding upon either party until such amendment or agreement has been reduced to writing and duly ratified by both parties. This Agreement shall likewise supersede any contrary, duplicative, or inconsistent terms contained in any individual contracts of unit members.
- 8.2 No change in policy, regulation, or rule made after the date of this Agreement shall extend or abridge any right expressly established by this Agreement during the period that this Agreement is in force, except through agreement with the Union.
- 8.3 No change made after the date of this Agreement in policy, regulation, or rule on a subject which affects the terms and conditions of employment of a unit member but is not specifically addressed in this Agreement shall be made by the University without providing advance notice to the Union and an opportunity to meet and confer over the change. The University shall not implement such a change within thirty (30) days of the date advance notice was provided to the Union.