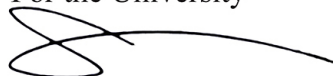


1 **ARTICLE 27**
2 **TOTALITY OF AGREEMENT**

3 **27.1** **Limitation.** The parties acknowledge that during the negotiations which resulted in the
4 Agreement, the University and the UFF had the unlimited right and opportunity to present
5 demands and proposals with respect to all matters lawfully subject to collective bargaining,
6 and that the understandings and agreements arrived at thereby are set forth in this
7 Agreement, and that it shall constitute the entire and sole Agreement between the parties
8 for its duration.

9 **27.2** **No Obligation to Bargain.** During the Term of this Agreement, the University and the
10 UFF agree that the other shall not be obligated to bargaining collectively with respect to
11 any subject or matter covered by this Agreement. Notwithstanding these limitations, if the
12 University exercises its management rights in such a way that any term or condition of
13 employment is affected, the University shall be obligated to bargain the impact of such
14 change.

For the University



Alex Landback
Chief Negotiator

Date 07/23/21

For the UFF



Myles Kim
Chief Negotiator

Date 07/23/21