

University Counter on Past Practice 2/18/25

*The University's second comprehensive contract proposal offered on March 15, 2024 remains on the table as a union contract settlement that the university will sign when and if the Union is interested.

*The university reserves the right to add to, modify or withdraw proposals as part of the negotiation process, and to offer additional proposals. No agreement applies to any single provision unless there is agreement on a final package.

*Highlighted language added to the University's 8/26/24 counterproposal was inadvertently omitted in a drafting error at that time and has been included below to correct that error.

ARTICLE - tbd NO PAST PRACTICE

Any benefits conferred or practices by the University, or a college, division, department, program or faculty member that are not specified in this agreement do not create any rights and, unless specifically provided herein to the contrary, shall not be binding on the University. Economic benefits, and all other terms and conditions of employment which were in effect on the effective date of the Agreement and which are not specifically provided for or abridged by this Agreement, may continue in effect under conditions upon which they had previously been granted throughout the life of this Agreement **at the discretion of the University**.