

ARTICLE 36
PAST PRACTICE NOT COVERED BY AGREEMENT

1. Practices and policies relating to wages, hours, and terms and conditions of employment in effect at the ratification of this Agreement and not in conflict with this Agreement, may remain in effect. The University agrees to meet and discuss, upon request, with the UC-AFT regarding the elimination or modification of these practices and policies if they do not have a significant and consequential impact on a substantial number of bargaining unit members. Elimination or modification of these practices and policies is not grievable.

2. Should the University eliminate or modify practices and/or policies as described in Section A above that have a significant and consequential impact on a substantial number of bargaining unit members, the University shall provide the Union a thirty (30) calendar day notice, unless in case of an exigent circumstance.