

## **ARTICLE 40 DURATION**

### **A. DURATION**

The terms and conditions of this Agreement shall remain in full force and effect commencing at 12:00 midnight on December 3, 2021 and shall terminate at 11:59 p.m. on June 30, 2026.

### **B. CONDITIONAL REOPENER NEGOTIATIONS**

The parties will engage in re-opener bargaining if the circumstances outlined in Article 11 — Benefits, Section A. 4.b. are satisfied. Obligations to meet and confer shall be made in accordance with the following:

1. The UC-AFT shall, no later than thirty (30) calendar days of receiving written notice of the circumstances triggering the conditional re-openers above, serve upon the Office of the President, Executive Director of Labor Relations, written notice of its intent to negotiate those triggered sections of the Agreement.
2. Upon receipt of the UC-AFT's written notice of intent to negotiate those identified triggered sections of the Agreement, the parties shall meet within thirty (30) days of the notice to negotiate.
3. In the event an agreement on the subject reopener(s), if any, is not achieved, the parties will conform with HEERA mandated impasse procedures, including state mandated mediation, fact finding, unilateral implementation of a contract, and the right to strike.

### **C. NEGOTIATIONS OF A SUCCESSOR AGREEMENT**

#### 1. Timely Notice

Timely notice, as provided below, shall impose the duty to engage in meeting and conferring for the purposes of negotiating amendments to the Article(s) specified. Neither party shall have any obligation or requirement to negotiate any provisions of any Article(s) not timely noticed.

#### 2. Bargaining Teams

Each party shall provide the other with written notice of its initial bargaining team members by no later than January 15, 2026.

3. Written Proposal Exchange

By January 15, 2026, each party shall exchange written notice of bargaining objectives regarding those terms and conditions of employment subject to negotiations.

4. Pre-Bargaining Meeting

No later than January 31, 2026, the University and the Union shall meet for one day, or as mutually agreed, to discuss each Article of the Agreement and present issues of interest for successor bargaining. During this meeting, the parties shall alternate being the first party to present its issues of interest on each article.

5. Commencement of Bargaining

By February 15, 2026, the parties shall set a mutually agreeable start date for the negotiations to commence no later than March 1, 2026.

**D. CONDITIONS FOR A YEAR-TO-YEAR ROLLOVER**

1. In the event that neither party gives timely notice as set forth in this section, this Agreement shall remain in effect on a year-to-year basis, from July 1<sup>st</sup> to June 30<sup>th</sup>.
2. In the event that the Agreement continues in this manner, the parties shall provide written notice of selected articles and a list of bargaining team members for a successor Agreement no later than January 15th of the applicable year. Thereafter, the parties shall follow the requirements for negotiations of a successor agreement as set forth in C., above.