ARTICLE 31
TOTALITY OF AGREEMENT

31.1 Limitation.
   (a) The University and UFF acknowledge that during the negotiations that resulted in
the Agreement, the University and UFF had the unlimited right and opportunity to present
demands and proposals with respect to any and all matters lawfully subject to collective
bargaining.

   (b) The University and UFF further acknowledge that all of the understandings and
agreements arrived at thereby are set forth in this Agreement, and that it shall constitute the
entire and sole Agreement between the parties for its duration.

31.2 Obligation to Bargain Changes. During the term of this Agreement, the University and UFF
agree that neither party shall be obligated to bargain collectively with respect to any subject or
matter covered by this Agreement. Notwithstanding these limitations, if the University seeks to
change a term or condition of employment for faculty, the University shall be obligated to bargain
the impact of such change.