

# UFF PROPOSAL

November 2021

## Article 31

### Totality of Agreement

31.1 Limitation. The parties acknowledge that during the negotiations which resulted in the Agreement, the University and the UFF had the unlimited right and opportunity to present demands and proposals with respect to any and all matters lawfully subject to collective bargaining, and 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 No Obligation to Bargain. The University and the UFF, during the term of this Agreement, voluntarily and unqualifiedly waive the right, and agree that the other shall not be obligated, to bargain collectively with respect to any subject or matter, whether or not referred to or covered by this Agreement, even though such subject or matter may not have been within the knowledge or contemplation of the parties at the time they negotiated or signed this Agreement.~~

31.2 Bargaining Rights of the Parties. Neither party to this Agreement waives its rights to bargain under the laws of the State of Florida.

31.3 Modifications. Nothing herein shall, however, preclude the parties from mutually agreeing to alter, amend, supplement, delete, enlarge, or modify any of the provisions of this Agreement in writing.

31.4 Expiration of Waivers. The parties acknowledge that all waivers of some or all of the right to bargain collectively over the determination of mandatory subjects of bargaining contained in this agreement shall terminate no later than the date this agreement expires and shall not survive such expiration as part of the status quo.