

ARTICLE 6. POLICIES AND PRACTICES

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**Section 1.** Bargaining unit faculty members and the University shall comply with all duly adopted administrative rules, policies, and procedures of the University’s governing Board Board of Trustees, and the University, and with all published unit-level policies.

Any ambiguity between published unit-level policies and duly adopted policies and procedures of the University’s governing board Board of Trustees and/or the University, shall be resolved in favor of the duly adopted policies.

Any ambiguity between duly adopted policies and procedures of the University’s governing board Board of Trustees and/or the University and Articles of this Agreement shall be resolved in favor of such Articles.

**Section 2.** The parties will be bound by practices in effect prior to the effective date of this Agreement, provided that those practices are (1) well-established; (2) concern terms and conditions of employment; (3) significantly affect bargaining unit faculty members; and (4) are consistent with this Agreement and the duly adopted administrative rules, policies, and procedures referenced in Section 1.

**Section 3.** The University will notify the Union of any new or revised policies passed by the Board of Trustees or signed by the President within 10 days of their adoption. The University will notify the Union of any new or revised policies that affect bargaining unit members’ working conditions implemented by deans, heads of schools, the Office of the Vice President for Research and Innovation, the Office of the Provost, or the Office of the Senior Vice President for Finance and Administration, or designees thereof within 10 days of their implementation.

UNITED ACADEMICS PROPOSAL