

## **MIAMI UNIVERSITY PROPOSAL TO FAM/AAUP-AFT**

**September 26, 2023**

### **DURATION**

1. This Agreement shall be effective upon ratification by FAM membership and approval of the University's Board of Trustees, and shall continue in full force and effect through June 30, [three years from ratification].
2. The Agreement shall continue from year to year thereafter, unless either party notifies the other in writing not less than ninety (90) days prior to the expiration date (or subsequent annual anniversary) of its desire to terminate or modify the Agreement. In the event either party provides such notice, the parties will commence negotiations over proposed modifications within a reasonable time.
3. The University may seek to modify any provision of this Agreement prior to its expiration where immediate action is required due to (1) exigent circumstances that arose after or were not known at the time of negotiations; (2) legislative or regulatory action taken by a higher-level legislative or regulatory body after this Agreement became effective that requires a change to conform to the statute or rule. In such cases, the University may take immediate action necessary to carry out the functions and mission of the University, in its discretion, in response to the exigent circumstance or to comply with the change in law or regulation, but shall notify and bargain with the Union regarding such changes, and/or any bargainable impact thereto, as soon as reasonably possible.

Miami University reserves the right to add to, delete from, or modify any proposal herein prior to final agreement. Any withdrawal of a proposal is without prejudice to the University. Any tentative agreements reached between the parties on any proposals shall not become final until (1) the parties have reached final agreement on a full collective bargaining agreement, and (2) the Union membership has ratified the full collective bargaining agreement