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Faculty Alliance of Miami, AAUP-AFT Proposal to Miami University

February 21, 2024

Maintenance of Policies and Practices

6 X.1. The Parties recognize that policies and practices of general application have developed 7 over a period of years, including but not limited to the University Policy Library (UPL), 8 the Miami University Policy Information Manual (MUPIM), and web pages and 9 documents of the Academic Affairs office and of the several academic divisions and 10 departments. Therefore it is agreed that the University shall abide by and be subject to 11 such policies and practices, and that such policies and practices shall be continued during 12 the life of this Agreement, provided that such policies and practices are not in conflict 13 with the provisions of this Agreement. It is further agreed that to the extent that such 14 policies and practices are in conflict with this Agreement, the Board of Trustees, by adopting this Agreement, shall be deemed to have amended its regulations to conform to 15 the provisions of this Agreement. 16

18 X.2. Any discontinuance, modification, or creation of a practice, policy, pronouncement or
19 benefit that affects Faculty and which is not set forth in this Agreement will be developed
20 and implemented in consultation with the University Senate. The Union and the
21 University agree to engage in good faith negotiations over any such changes.

The Union reserves the right to add to, delete from, alter or amend this proposal. This proposal is made without precedent or prejudice to existing rights and entitlements, regardless of the character or source of same. 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.