

## **PAST PRACTICES**

The parties recognize the University's sole and exclusive right to direct the work force and to change or issue new work practices and rules, and that these rights are diminished only by the law and this Agreement.

The University may change or issue new work practices or rules covering permissive subjects of bargaining, including issuing administrative rules or policies over issues which are nonnegotiable and are not in conflict with or otherwise addressed in a specific provision of this Agreement. The University may not change or issue new work practices or rules covering mandatory subjects of bargaining, including issuing new administrative rules or policies over "working condition" issues which are negotiable, without providing the Union with notice and an opportunity to bargain.