

**ARTICLE 38
DURATION**

38.1 Effective Date. The Agreement shall become effective on the date it is ratified by both the Board and the UFF and shall remain in effect through June 30, 2020. Unless otherwise expressly provided, any provision of this Agreement which represents a change, in form or substance, from the provisions of the predecessor agreement shall not be applied retroactively but shall take effect upon ratification of this Agreement.

38.2 Reopener. There shall be a reopener on Article 30 and a reopener on Article 4.4 and up to two (2) additional articles chosen by each party at the beginning of the third year of this Agreement. The parties will exchange written proposals on their chosen articles no later than September 6, 2019, and the first re-opener bargaining session will be held no later than September 27, 2019.

38.3 Copies of the Agreement.

- (a) Within two months of ratification, the University shall deliver a hard copy of the contract to each administrative supervisor, and four (4) copies to be placed in the University library. The University will make an electronic copy of the Agreement available to all faculty members. The University will also provide a hard copy of the contract to any faculty member who requests it.
- (b) In addition, the University Administration shall provide an electronic copy of the ratified Agreement, plus twenty (20) hard copies, to the UFF.
- (c) The cost for printing additional copies of these documents beyond those detailed in paragraph 38.2 (a) and (b) shall be borne equally by the University Administration and the UFF.