

**ARTICLE 24**  
**PAST PRACTICE NOT COVERED BY AGREEMENT**

Systemwide or campus-wide practices and policies relating to wages, hours, and terms and conditions of employment now existing, not raised in the bargaining process and not in conflict with this Agreement may remain in effect.

The University shall provide CUE with at least 45 calendar days notice of any proposed change and meet and discuss, upon request, with CUE regarding the elimination or modification of these practices and policies. Notwithstanding the foregoing, CUE shall have the right to meet and confer over any proposed changes that would have a disproportionate effect upon employees in the bargaining unit. Application, elimination, or modification of these practices and policies is not grievable.