

**ARTICLE 9
DURATION OF AGREEMENT**

- A.** The terms and conditions of this Agreement shall remain in full force and effect commencing on June 16, 2007, and shall terminate at 11:59 p.m. on June 30, 2010, unless the University and IAFF agree to extend any or all of the terms and conditions.

B. RE-OPENER NEGOTIATIONS

1. **2008 – 09** - The University and/or IAFF shall have the right to reopen the Agreement in March 2008 for purposes of negotiating proposed amendments to the provisions of Article 6 - Compensation, Article 4-B - University Retirement and Savings Plans and up to two (2) additional articles from each party. Neither party may open Article 4-A - University Health and Welfare Benefits; Article 26 - Out of Class Pay; or Article 24 - No Strikes.

The re-opener shall be conducted in accordance with the provisions set forth below:

- a. The parties shall, no later than January 15, 2008, simultaneously exchange, in writing, notice of their intent to reopen this Agreement. Included in such notice shall be the designation and identification by heading of the article(s) which both parties intend to amend. Negotiations shall commence on or about March 1, 2008.
2. **2009 - 10** – By mutual agreement, the parties may re-open Article 6 - Compensation. If so agreed, the parties would exchange proposals in accordance with the timelines in Section B.1 above.

C. SUCCESSOR NEGOTIATIONS

In order to facilitate the negotiations of a successor to this Agreement or this Agreement as amended, the IAFF and the University shall simultaneously exchange, in writing, their intentions and goals for bargaining for a successor Agreement no later than January 15, 2010. Negotiations shall commence on or about March 1, 2010.

- D.** Unless mutually agreed otherwise, up to two (2) IAFF representatives (no more than one [1] from each campus) shall receive five (5) days of paid release time in order to provide the University with a comprehensive set of initial proposals for the beginning of bargaining.

- E. Except for Compensation, if either party fails to submit an article in its comprehensive set of successor proposals in the agreed upon form by the prescribed dates, that party will be deemed to propose current contract language for such article. With respect to Article 6 - Compensation, if IAFF fails to present its compensation proposal as part of its comprehensive set of successor proposals by March 1, 2010, IAFF will be deemed to have waived its right to meet and confer over the Compensation Article for the 2008 – 09 and 2009 - 10 fiscal years.