ARTICLE IV

SCOPE OF AGREEMENT

A. It is agreed and understood by the Board and the MSP that this Agreement has been entered into between the parties as a result of the provisions of M.G.L.C., 150E. Neither party to this Agreement has waived any rights accorded under the M.G.L.

B. This Agreement shall constitute University policy and the University shall carry out the commitments contained herein and shall give them full force and effect.

C. With respect to matters relating to terms and conditions of employment which may not be covered by this Agreement and which are proper subjects for collective bargaining and which have not been expressly modified by this Agreement, the Board agrees that it will make no change without appropriate consultation and negotiation with the MSP.

D. If any provision of this Agreement or any application of any provision of this Agreement to any employee or group of employees shall be found contrary to law by a Court of Competent Jurisdiction, such provisions shall be deemed invalid but all other provisions or applications will continue in full force and effect. The parties will meet not later than ten (10) days after such holding for the purpose of re-negotiating the provision or provisions deemed invalid.

E. The official designee of the MSP and the designee of the Chancellor of the University may jointly promulgate memoranda of agreement or interpretation to facilitate the implementation of the major bargains of the agreements and such memoranda may alter specific provisions of this Agreement where circumstances require such changes to facilitate the original intention of the parties in formulating the Agreement's underlying bargains.

F. This Agreement includes its Appendices.