


<p><b>Name of Policy:</b> <u><a href="#">Conflicts with collective bargaining agreements</a></u></p> <p><b>Policy Number:</b> 3364-25-34</p> <p><b>Approving Officer:</b> President</p> <p><b>Responsible Agent:</b> Associate Vice President and Chief Human Resources Officer</p> <p><b>Scope:</b> All University of Toledo Campuses</p>	 <p><b>Revision date:</b> March 14, 2019</p> <p><b>Original effective date:</b> June 12, 2009</p>
<p><input type="checkbox"/> New policy proposal</p> <p><input type="checkbox"/> Major revision of existing policy</p>	<p><input type="checkbox"/> Minor/technical revision of existing policy</p> <p><input checked="" type="checkbox"/> Reaffirmation of existing policy</p>

(A) Policy statement

Where the policies of the University of Toledo are in conflict with a collective bargaining agreement, the provisions of the collective bargaining agreement shall prevail, except when the provision(s) of the collective bargaining is not an appropriate subject of bargaining or where a statute or uncodified law prevails over a conflicting provision(s) of the collective bargaining agreement.

<p>Approved by:</p> <p><u>/s/</u> Sharon L. Gaber, Ph.D. President</p> <p><u>March 14, 2019</u> Date</p> <p><i>Review/Revision Completed by: Associate VP and Chief HR Officer; SLT</i></p>	<p><b>Policies Superseded by This Policy:</b></p> <ul style="list-style-type: none"> <li>• <i>V-7-5 (former The University of Toledo Main Campus policy; adopted 2/10/1999;</i></li> <li>• <i>I-2-8 (former The University of Toledo Main Campus policy; adopted 2/10/1999)</i></li> <li>• <i>Previous 3364-25-34, effective date October 13, 2016</i></li> </ul> <p>Initial effective date: June 12, 2009</p> <p>Review/Revision Date: February 12, 2013; October 13, 2016; February 15, 2019. March 14, 2019</p> <p>Next review date: March 14, 2022</p>
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