

**ARTICLE 36**  
**PAST PRACTICE NOT COVERED BY AGREEMENT**

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 MOU, may remain in effect. The University agrees to meet and discuss, upon request, with the UC-AFT regarding the elimination or modification of these practices and policies. Application, elimination, or modification of these practices and policies is not grievable.