

43 agreements arrived at thereby are set forth in this Agreement and that it shall constitute the entire
44 and sole Agreement between the parties for its duration. Therefore, each party to this agreement
45 voluntarily and unqualifiedly waives the right for the term of this agreement to bargain collectively
46 with respect to any matter referred to or covered in this Agreement, or with respect any subject
47 not specifically referred to or covered by this agreement. This Agreement may not be altered,
48 changed or modified except by or with the written consent of the parties and approved by
49 appropriate action by Union and the College. Nothing in this section shall be construed as a waiver
50 of the Union's right to bargain the impacts of decisions made by the College within the scope of
51 its management rights on the wages, hours, or terms and conditions of employment of any
52 bargaining unit member.