

### **Articles opened by Union**

Article 2 – Recognition  
Article 10 – Union Rights  
Article 20 – Differential Pay  
Article 21 – Salary  
Article 36 – Sick Leave  
Article 38 – Holidays  
Article 43 – Vacation  
Article 51 – Safety and Health

### **Articles opened by Universities**

Article 13 – Contracting Out  
Article 20 – Differential Pay  
Article 21 – Salary  
Article 25 – Overtime  
Article 35 – Personal Leave Days  
Article 40 – Leaves of Absence without Pay  
Article 43 – Vacation  
Article 48 – Reclassification Upward/Downward