

## **POLICIES AND PRACTICES**

**Section 1.** Any ambiguity or contradiction between published unit-level policies and duly adopted policies and procedures of NSHE and/or CSN, shall be resolved in favor of the duly adopted policies.

Any ambiguity or contradiction between duly adopted policies and procedures of NSHE and/or CSN and Articles of this Agreement shall be resolved in favor of the Articles of this Agreement.

**Section 2.** The parties will be bound by practices in effect prior to the effective date of this Agreement, provided that those practices are (1) well-established; (2) concern terms and conditions of employment; (3) significantly affect bargaining unit faculty members; and (4) are consistent with this Agreement and the duly adopted administrative rules, policies, and procedures referenced in Section 1.

**Section 3.** CSN will notify NFA of any new or revised NSHE policies affecting faculty within 10 business days of their adoption.