

**Name of Policy:** Conflicts with collective bargaining agreements

**Policy Number:** 3364-25-34

**Approving Officer:** President

**Responsible Agent:** Chief Human Resources Officer

**Scope:** All University of Toledo Campuses



**Effective date:** June 27, 2022

**Original effective date:** June 12, 2009

New policy proposal

Minor/technical revision of existing policy

Major revision of existing policy

Reaffirmation of existing policy

(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.

Approved by:

/s/

Gregory C. Postel, M.D.  
President

June 27, 2022

Date

*Review/Revision Completed by:*  
Chief HR Officer, Senior Leadership Team

**Policies Superseded by This Policy:**

- *V-7-5 (former The University of Toledo Main Campus policy; adopted 2/10/1999;*
- *I-2-8 (former The University of Toledo Main Campus policy; adopted 2/10/1999)*
- *Previous 3364-25-34, effective date October 13, 2016*

**Initial effective date:** June 12, 2009

**Review/revision date:** February 12, 2013;  
October 13, 2016; February 15, 2019; March 14,  
2019; June 27, 2022

**Next review date:** June 27, 2025

