**Memo of Understanding on Artificial Intelligence**

The Union has proposed inclusion of language on Artificial Intelligence ("AI") in the collective bargaining agreement. The University has rejected this proposed language. Nevertheless, the parties recognize that AI is an emerging technology that may impact working conditions and therefore, recognize the benefit for designated discussion forums between the parties.

Consistent with its management rights, the University is entitled to implement and utilize AI in its sole discretion. If concerns arise regarding the use of AI, the Union may raise those concerns at the Union Management Committee (UMC) for discussion.

Without restricting the University's use of AI in any way, the parties agree that should the University's implementation of AI directly impact the working conditions of Union members, the parties will discuss such use and, to the extent required by the National Labor Relations Act, will engage in impact bargaining over the effects of such implementation.

This MOU will only remain in effect for the life of this collective bargaining agreement.

The Union will withdraw its proposed language on Artificial Intelligence.