**TERM OF AGREEMENT**

**Section 1 –** Implementation **and Duration**

1. This agreement shall become effective ~~upon ratification by parties~~ **December 16, 2017** and expires on June 30, 202**0**~~2~~. **Successor agreements shall become effective July 1 of the year of expiration of the agreement.**
2. **All provisions of this Agreement shall be applicable to the entire term of this Agreement.**

**Section 2 – Negotiation of Successor Agreement ~~Successor Agreement Negotiations~~**

1. Either party may give written notice **by October 1st of the year preceding** ~~during the (30 day period immediately preceding~~ the year of expiration of the agreement~~)~~ of its desire to negotiate a successor agreement.
2. In the event that either party provides written notice of its intent to negotiate a successor agreement, the parties will arrange to meet within thirty (30) calendar days to discuss ground rules for the successor negotiations including the schedule for the exchange of proposals and the formal commencement of negotiations.

**Section 3 – Re-openers ~~Application~~**

1. **This Agreement may be reopened and modified at any time during its term upon mutual agreement of the parties.**~~This Agreement shall not be open during the term of the agreement except by mutual agreement of the parties or the proper use of the articles on Separability (Article ), Complete Agreement (Article ).~~
2. **Notwithstanding the provisions of Section 3, item 1 of this Article, either Party may elect to reopen this Agreement for the limited purpose of negotiating up to four (4) articles selected by each Party. To invoke this reopener, a Party shall notify the other Party in writing. Upon such written notice being provided, the Parties will meet within thirty (30) days to discuss ground rules for the reopened negotiations.**
3. **Additionally, this Agreement shall be reopened, as necessary, to consider the impact of any legislation or executive orders enacted following execution of this Agreement which may arguably affect the terms and conditions herein or create authority to alter personnel practices in public employment.**