

**Article 1**  
**Purpose and Intent**

It is the purpose and intent of the parties hereto that this Agreement:

1. Promotes harmonious relations between the Employer, employees, and the Union;
2. Provides for an equitable and peaceful procedure for the resolution of differences;
3. Establishes wages, hours, and other terms and conditions of employment which are subject to good faith collective bargaining negotiations between the parties, and to this end modifies or supersedes (a) conflicting rules, regulations and interpretive letters of the Civil Service Commission and Civil Service Department regarding proper subjects of bargaining; and (b) conflicting rules, regulations, practices, policies or agreements of or within Departments and Agencies, where such items pertain to proper subjects of bargaining.
4. Recognizes the continuing joint responsibility of the parties to provide efficient service to the public.