

**Article 38**  
**ENTIRE AGREEMENT**

This Agreement, including its supplements and exhibits attached hereto (if any) concludes all primary level negotiations between the parties during the term hereof and, except as acknowledged herein, satisfies the obligation of the Employer to bargain during the term of this Agreement. MCO acknowledges and agrees that the bargaining process, under which this Agreement has been negotiated, is the exclusive process for affecting terms and conditions of employment which are mandatory subjects of bargaining at both primary and secondary levels and such terms and conditions shall not be altered through the Conference Procedure of the Civil Service Rules and Regulations.

The parties acknowledge that, during the negotiations which preceded this Agreement, each had the right and opportunity to make demands and proposals with respect to any mandatory or permissive subject of bargaining, and that the understandings and agreements arrived at by the parties after the exercise of that right and opportunity are set forth in this Agreement. This Agreement, including its supplements and exhibits attached hereto, concludes all contractual collective bargaining between the parties during the term hereof, except as provided herein, and supersedes all prior agreements and practices, oral and written, expressed or implied, and expresses all obligations and restrictions imposed upon each of the respective parties during its term.

Letters of Intent and Understanding entered into between the Employer and the Union prior to Civil Service approval of this Agreement will be honored by both parties and will remain in full force unless altered or replaced by mutual agreement. Any new Letter(s) of Understanding must be approved by the Civil Service Commission.