

ARTICLE XX. EVALUATIONS
HAW-UAW Package Proposal January 23, 2026

ARTICLE XX
INTELLECTUAL PROPERTY RIGHTS

Section A. Employees are covered by and subject to the ~~Corporation~~University's policies and procedures on Intellectual Property, as may be amended from time to time. ~~Issues and any disputes arising under such policies are not subject to the Grievance and Arbitration provisions of this Agreement. Complaints~~ Disputes regarding intellectual property shall first be ~~are~~ processed in accordance with University policies and related procedures, which may be amended from time to time by the ~~Corporation~~University. Disputes over the administration of relevant University policies and procedures may be processed through Article XX (Grievance and Arbitration). Timelines for Article XX (Grievance and Arbitration) are counted from the date of the decision made by the process in University policy.

Section B. The ~~Corporation~~University shall not engage in any form of retaliation against an Employee who engages in any good faith effort to assert rights under the Intellectual Property policy.

Section C. The ~~Corporation~~University will promptly provide the Union with a copy of any future changes to the University's Statement of Policy in Regard to Intellectual Property.