

ARTICLE XX. EVALUATIONS
HAW-UAW Counter Proposal February 19, 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 be~~ ~~are~~ processed in accordance with University policies and related procedures, which may be amended from time to time by the ~~Corporation~~University. Employees shall have the right to request a Union representative to be present at any meeting where an issue or dispute over intellectual property rights is discussed, in accordance with University policies and procedures. Such requests shall not be arbitrarily denied.

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.