

**MACALESTER COLLEGE**

**and**

**MUWU-UAW LOCAL 5105**

**January 30, 2026**

**EMPLOYER RESPONSES TO UNION PROPOSAL 1 (SEVERABILITY)**

**Union Proposal #1 – Severability**

**Employer Response: [rev. 01/30/26]**

**ARTICLE \_\_  
Severability**

If any provision, or application of any provision, is rendered or declared invalid by any court of competent jurisdiction, ~~or rendered invalid through Federal, State, or Agency regulation or decree,~~ the remaining portions of the Agreement shall remain in full force and effect. The parties shall meet as soon as practicable to negotiate in good faith about replacing the invalidated portion of the agreement with a legally compliant alternative at no additional cost to the Employer, or, if none is available, at the lowest practicable cost to the Employer.

*The Employer reserves the unconditional right to add to, delete, or modify any of these proposals prior to a final agreement on all terms.*