

The following is a comprehensive “what if” package proposal. WSU reserves the right to withdraw this package proposal at any time, at its sole discretion and without penalty. If this package proposal is not accepted as written in its entirety and without modification as described below, this proposal will be declared to be void and non-existent and WSU will return to bargaining from its language proposed prior to this package proposal. This proposal is intended to resolve negotiations for an initial contract concluding August 15, 2026. To the extent not addressed by this package or the TAs already reached between the parties, any remaining proposals will be withdrawn by the party proposing them.

Attached is a package that contains the following Articles:

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|--------------------------|--|
| Duration | UAW proposal mirrors WSU 12/17/2026 recommended duration through August 15, 2026. WSU is amenable to maintaining this date only with WSUs wage proposal as submitted. |
| Fees and Tuition Waivers | WSU proposal (1/3/2024) |
| Leaves | WSU proposal (1/3/2024) |
| Vacation | WSU proposal (1/3/2024) |
| Wages | WSU proposal (1/3/2024) |
| Healthcare Appendix I | Include summary of existing benefits as of the date of the effective date of the contract; update to include any agreed revisions for the 2024-2025 and/or 2025-2026 plan years. |
| Summer Session | UAW proposal (12/18/2023) Accepting pending Article reference updates as needed. |
| No Strike No Lockout | WSU proposal (6/6/2023) |
| Title IX | UAW proposal (12/18/2023) |
| Union Reports | WSU proposal (10/31/2023) re Union Report with the understanding the parties will meet within 30 days of ratification to review and clarify request titles and Workday field titles and modify any field names necessary to provide the Union with the information requested |
| Resolution of disputes | Upon full ratification UAW will withdraw the pending ULP 137584-U-23 |

Implementation

For Contract provisions that require modification to current processes and system implementation, WSU and the Union agree to meet within one month of ratification, where not otherwise specified to discuss implementation timeframes. These items include but are not limited to:

- Revised hiring processes, offer letters, job descriptions
- Classification titles
- Job postings
- Website updates
- Contract Training
- New Employee Orientation