

WWU'S PACKAGE PROPOSAL RE ALL ISSUES

5/13/24

The University 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 the University will return to bargaining from its language proposed prior to this package proposal.

Attached is a package that contains the following articles:

| Article | Proposals Included |
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| Article 2: No Strike No Lockout | WWU's Proposal 11/2/23 |
| Article 5: Management Rights | WWU's Proposal 5/6/24 |
| Article 17: Leaves | WWU's "What If" Proposal 5/6/24 |
| Article 19: Discipline and Dismissal | WWU's "What If" Proposal 5/6/24 |
| Article 20: Workload | WWU's Proposal 4/8/24 |
| Article 23: Wages | WWU's "What If" Proposal 5/6/24 |
| Article 24: Tuition and Fees | WWU's Proposal 5/6/24 |
| Article 26: Holidays | WWU's Proposal 4/8/24 |
| Article 29: Anti-Discrimination and Harassment | WWU's "What If" Proposal 5/6/24 |
| Article 30: Vacation | WAWU withdraws its proposal |
| Article 31: Probationary Period | WWU's Proposal 2/5/24 |
| Article 32: Title IX | WWU's "What If" Proposal 5/6/24 |
| Article 34: Parking and Transit | WWU's "What If" Proposal 4/29/2024 |
| Article 35: Involuntary Reduction in Hours or Layoff | WWU's "What If" Proposal 5/6/24 |
| Article XX: ADEI Training | In lieu of the proposals that have been exchanged, WWU proposes that the parties meet to continue discussing this topic in a labor-management setting following ratification of the CBA |

This package, together with the tentative agreements the parties have reached to date, is intended to fully resolve bargaining for an initial CBA. To the extent not addressed above or in the parties' tentative agreements to date, all other proposals will be considered withdrawn.