

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

Attached is a package that contains the following articles:

Article 45: Duration	Union Proposal (12/18/2023)
Article 34: Wages	Union Proposal (01/15/2024)
Article 30: Vacation	Union Proposal (01/15/2024)
Article 36: Fees and Tuition Waivers	Union Proposal (01/15/2024)
Article 28: Leaves	Union Proposal (01/15/2024)
Healthcare Appendix I	Union Proposal (01/15/2024)

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