**WAWU’S “WHAT-IF” PROPOSAL RE TUITION AND FEES**

**PRESENTED IN A PACKAGE**

**5/21/2024**

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, 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.

# Article 24 - Tuition & Fees

* 1. **Tuition Waivers**
     1. **Salaried Tuition Waiver.** Graduate ESEs with a salaried appointment equal to or greater than 50% FTE will receive a waiver for the tuition (comprised of only the operating fee, capital building fee, and student service and activity fee) and non-resident tuition (if applicable) charged by the University. Tuition and non-resident tuition waivers will be prorated for graduate ESEs with a salaried appointment of less than 50% FTE (e.g., an appointment of 25% FTE will receive a waiver of 50% of tuition).
  2. **Hourly Tuition Assistance Stipend.** Effective September 16, 2025, ESEs with hourly appointments during a quarter of the academic year (excluding summer) will receive a tuition assistance stipend for the quarter, subject to the following:
     1. The amount of the stipend will be two dollars ($2.00) for each hour worked during the quarter, up to a maximum of five hundred dollars ($500) per quarter. Stipends are not available during the summer and will not accrue during quarters in which the ESE is not enrolled.
     2. Stipend amounts will be calculated and paid following the end of each quarter.
     3. ESEs who are receiving a full tuition waiver are not eligible for the stipend.
     4. Stipends will be considered wages and subject to all applicable withholdings.
     5. The hourly tuition assistance program described in this section will take effect only if and to the extent it is funded by the State Legislature. In the event the Legislature partially funds the program, the amount of assistance per hour worked and the maximum assistance per quarter will be reduced proportionally to match the funding provided by the Legislature. If the Legislature funds the program in a time-limited way, the program will be time limited to the same extent as the funding. The parties agree to work cooperatively to encourage legislative adoption of this program. Nothing limits the parties from exploring with the legislature alternative types of support that match or exceed the value of these stipends to bargaining unit employees.
  3. **New Fees.** In the event the University imposes a new mandatory fee, the Union will be given notice and the opportunity to bargain over the impacts.