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

**PRESENTED IN A PACKAGE**

**5/20/2024**

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 Waiver. Effective September 1, 2025, ESEs with hourly appointments working 19 or more hours per week will receive a 20% waiver, remission, or reimbursement of tuition (consisting of only the operating fee, capital building fee, and student service and activity fee) and non-resident tuition (if applicable) charged by the University. ESEs working less than 19 hours per week will receive a prorated waiver, remission, or reimbursement at a rate of 1% of tuition per hour per week.
  2. **Salaried Fee Waivers.** Graduate ESEs will receive a waiver, remission, or reimbursement for the following mandatory fee:
     1. Health Services Fee
  3. **Optional Fees.** Graduate ESEs can opt-out of the following fee:
     1. Student Recreation Fee
  4. **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.