**WAWU’S PACKAGE PROPOSAL RE ALL ARTICLES**

**05/17/2024**

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 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:

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| --- | --- |
| **Article** | **Proposal** |
| Article 2: Strikes | Union “What-if” Proposal 05/17/2024 |
| Article 5: Management Rights | Union “What-if” Proposal 05/13/2024 |
| Article 17: Leaves | Union “What-if” Proposal 05/13/2024 |
| Article 19: Discipline or Dismissal | Union “What-if” Proposal 05/17/2024 |
| Article 23: Wages | Union “What-if” Proposal 05/17/2024 |
| Article 24: Tuition & Fees | Union “What-if” Proposal 05/17/2024 |
| Article 26: Holidays | WWU Proposal 04/08/2024 |
| Article 27: EPIC Training | Union “What-if” Proposal 05/17/2024 |
| Article 29: Anti-Discrimination and Harassment | Union “What-if” Proposal 05/13/2024 |
| Article 30: Vacation | Union withdraws |
| Article 31: Probation | WWU withdraws |
| Article 32: Title IX | WWU withdraws |
| Article 34: Parking and Transit | Union “What-if” Proposal 05/17/2024 |
| Article 35: Layoff | WWU Proposal 05/06/2024 |
| Article 36: Duration | Union “What-if” Proposal 05/17/2024 |

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the extent not addressed above or in the parties’ tentative agreements to date, all other proposals will be considered withdrawn.