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

**05/22/2024**

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 5/20/2024 |
| Article 5: Management Rights | Union “What-if” Proposal 5/13/2024 |
| Article 17: Leaves | **Union “What-if” Proposal 5/22/2024** |
| Article 19: Discipline and Dismissal | Union “What-if” Proposal 5/17/2024 |
| Article 23: Wages | **Union “What-if” Proposal 5/22/2024** |
| Article 24: Tuition and Fees | Union “What-if” Proposal 5/21/2024 |
| Article 26: Holidays | WWU Proposal 4/08/2024 |
| Article 27: EPIC Training | Union “What-if” Proposal 5/17/2024 |
| Article 29: Anti-Discrimination and Harassment | Union “What-if” Proposal 5/20/2024 |
| Article 30: Vacation | Union withdraws |
| Article 31: Introductory Period (formerly Probation) | WWU withdraws |
| Article 32: Title IX | WWU “What-if” Proposal 5/21/2024 11pm |
| Article 34: Parking and Transit | WWU “What-if” Proposal 5/21/2024 10pm |
| Article 35: Involuntary Reduction in Hours or Layoff | WWU Proposal 5/06/2024 |
| Article 36: Duration | Union “What-if” Proposal 5/21/2024 |

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the extent not addressed above or in the parties’ tentative agreements to date, all other proposals will be considered withdrawn.